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ABSTRACT

This study presents comparative data collected from 85 state-supported universities or university systems in 45 states, and 35 university systems representing 28 states on the administrative salaries they paid in 1993-94. The salaries are presented in rank-order (from highest to lowest) to facilitate comparisons of a particular position's salary with the same position at other universities. Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from that of the director of a single office to the university president. Statistical data, comprising nearly the entire report, are divided into three main sections. The first section provides the ranking of salaries paid among all participating universities, including the average for those salaries paid at institutions belonging to the National Association of State Universities and Land-Grant Colleges. The second section is a series of tables showing the salaries paid among the 85 participating institutions first presented overall and then by the nine regions defined by the Equal Employment Opportunity Commission. The report's final section is a table of salaries paid to the university system officers. (GLR)

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TWENTY-SEVENTH ANNUAL

RANK-ORDER DISTRIBUTION

OF

ADMINISTRATIVE SALARIES

PAID

1993-94

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF EIGHTY-FIVE STATE-SUPPORTED UNIVERSITIES
REPRESENTING FORTY-FIVE STATES
AND THIRTY-FIVE UNIVERSITY SYSTEMS
REPRESENTING TWENTY-EIGHT STATES

OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

February, 1994

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
INTRODUCTION

This study is the **twenty-seventh** annual administrative salary survey conducted by the Office of Institutional Research of the University of Arkansas. The Universities invited to participate comprise a representative group of the larger public doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position is fewer than three, the responses are omitted from this study.

The salaries are distributed in rank-order to facilitate comparisons of a participant's relative standing with other universities. Each university can identify its own salary for a given position and find its rank. A salary enclosed in a parentheses identifies that individual salary as being paid for someone filling dual functions. Salaries within the parentheses are included in each positions averages. Only one reported salary from an institution is reported per position.

Salaries in Table I maybe coded with an asterisk. The asterisk indicates that salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I includes an average for those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries reported.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from that of the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of the returned salary data, with few exceptions, exactly as reported by the responding institutions.

The primary purpose of this study has always been to provide comparable and comprehensive information in a manner that will be useful to participants. The University of Arkansas' office of Institutional Research wishes to thank all respondents for participating.

3/94 JED

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred and six universities in forty-seven states. From this group, replies were received from eighty-five institutions in forty-five states.

Salaries in this section may be printed with an asterisk. This asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. An average salary for those institutions belonging to NASULGC is calculated, and the average salary for all of the institutions represented is also included.

TABLE II

The second section is a series of tables showing the salaries paid among the eighty-five participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined as are the San Francisco and Seattle Regions). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to the university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-eight university systems in thirty states, and replies were received from thirty-five university systems in twenty-eight states.

2/21/94 JED

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID 1993-94

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TABLE I

1

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-FIVE UNIVERSITIES IN FORTY-FIVE STATES

This table summarizes the data for eighty-five Universities in forty-five states. For making these data available, the University of Arkansas is grateful to the following universities:

*Auburn University
Ball State University
*Clemson University
College of William and Mary
*Grad School & University Center of New York City
*Colorado State University
*Florida State University
Georgia Institute of Technology
Georgia State University
*Indiana University - Bloomington
*Iowa State University of Science and Technology
*Kansas State University
*Louisiana State University and A & M College
*Memphis State University
*Miami University
*Michigan State University
*Mississippi State University
*Montana State University
*New Mexico State University
*North Carolina State University - Raleigh
*North Dakota State University
Northern Illinois University
*Ohio State University
*Oklahoma State University
*Southern Illinois University at Carbondale
*State University of New York - Binghampton
*State University of New York - Buffalo
*State University of New York - Stony Brook
*Temple University
*Texas A & M University
*Texas Tech University
Texas Woman's University
University of Akron
*University of Alabama
*University of Alabama - Birmingham
*University of Arizona
*University of Arkansas
*University of Cincinnati
*University of Connecticut
*University of Delaware
*University of Florida
*University of Georgia
*University of Hawaii - Manoa
*University of Houston
*University of Idaho
*University of Illinois - Chicago
*University of Illinois - Urbana-Champaign
*University of Kansas - Lawrence
*University of Kentucky
*University of Louisville
*University of Maine
*University of Maryland at College Park

continued

* Member of National Association of State Universities and Land-Grant Colleges.

Table I (continued)

2

*University of Massachusetts - Amherst
*University of Michigan
*University of Minnesota - Twin Cities
*University of Mississippi
*University of Missouri - Columbia
*University of Montana
*University of Nebraska - Lincoln
*University of Nevada - Reno
*University of New Hampshire
*University of New Mexico
*University of North Carolina - Chapel Hill
*University of North Texas
University of Northern Colorado
*University of Oklahoma
*University of Oregon
*University of Rhode Island
*University of South Carolina
*University of South Florida
University of Southern Mississippi
*University of Tennessee at Knoxville
*University of Toledo
*University of Utah
*University of Vermont
*University of Virginia
*University of Wisconsin at Madison
*University of Wisconsin at Milwaukee
*University of Wyoming
*Utah State University
Virginia Commonwealth University
*Virginia Polytechnic Institute and State University
*Washington State University
*West Virginia University
Western Michigan University

* Member of National Association of State Universities and Land-Grant Colleges.

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM OF MULTI-CAMPUSES

RANK	SALARY
1	214,564 *
2	190,000 *
3	166,400 *
4	160,476 *
5	152,880 *
6	152,300 *
7	145,980 *
8	142,000 *
9	141,500 *
10	138,213 *
11	137,979 *
12	130,000 *
13	128,760 *
14	124,699 *
15	102,000 *
AVERAGE "*"	148,517
AVERAGE ALL	148,517

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	263,000 *
2	206,070 *
3	197,220 *
4	191,500 *
5	180,000 *
6	176,750 *
7	175,000 *
8	170,170 *
9	169,000 *
10	165,500 *
11	165,000 *
12	162,690 *
13	158,100 *
14	156,046 *
15	155,059 *
16	155,000 *
17	153,000 *
18	152,003 *
19	151,960 *
20	151,470 *
21	151,050 *
22	150,632
23	150,632 *
24	150,632 *
25	150,000 *
26	150,000 *
27	150,000 *
28	149,997 *
29	148,500 *
30	147,800 *
31	145,193
32	144,638
33	143,377 *
34	141,284 *
35	141,043
36	139,126 *
37	139,125 *
38	138,600
39	137,320 *
40	136,220 *
41	136,061 *
42	135,370 *
43	135,000
44	133,650 *
45	133,400
46	132,160 *
47	131,870 *
48	129,842 *
49	129,376 *
50	126,360 *
51	126,000 *
52	125,000
53	125,000 *
54	125,000 *
55	123,165 *
56	121,212 *
57	121,050 *
58	120,273 *
59	119,940 *
60	119,500 *
61	118,725 *
62	116,964 *
63	116,604
64	115,584 *
65	106,440 *
66	102,000
67	102,000 *
68	99,653 *
69	96,699 *
70	96,699 *
AVERAGE "*"	144,137
AVERAGE ALL	142,576

ADMINISTRATIVE OFFICERS:
VICE PRES FOR INSTITUTIONAL PLANNING

RANK	SALARY
1	130,008 *
2	(121,349)*
3	104,889 *
4	102,386 *
5	100,470
6	98,275 *
7	96,956 *
8	92,244
9	75,000 *
10	(62,634)*
AVERAGE "*"	98,937
AVERAGE ALL	98,421

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	160,000 *
2	150,000 *
3	139,886 *
4	137,190
5	126,504 *
6	118,484 *
7	115,323 *
8	105,000
9	104,564 *
10	(100,500)*
11	83,172 *
AVERAGE "*"	122,048
AVERAGE ALL	121,875

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	158,000 *
2	124,785 *
3	122,500
4	120,750 *
5	116,722 *
6	103,100 *
7	(100,500)*

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK (CONTINUED)	SALARY
8	100,000 *
9	100,000 *
10	100,000 *
11	99,712 *
12	98,975 *
13	97,583 *
14	95,000
15	94,098 *
16	93,531 *
17	93,096
18	86,300 *
19	85,000 *
20	83,500 *
21	82,430 *
22	75,300 *
23	72,500 *

AVERAGE "*" 99,639

AVERAGE ALL 100,147

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	147,030 *
2	113,000
3	105,322
4	99,200 *
5	98,779 *
6	91,700 *
7	90,000 *
8	87,666 *
9	87,600 *
10	87,593 *
11	87,072
12	86,500 *
13	86,000 *
14	85,392 *
15	84,400 *
16	84,200 *
17	83,455
18	82,600 *
19	81,702 *
20	80,700 *
21	80,325 *
22	80,160 *
23	80,000 *
24	79,898 *
25	76,000 *
26	75,000 *
27	74,300 *
28	72,100 *
29	71,900 *
30	66,300
31	66,200 *
32	65,678 *
33	64,640 *
34	64,436 *
35	64,000 *
36	62,938 *
37	62,400 *
38	62,200 *
39	60,667 *
40	59,500 *
41	57,690 *
42	56,040 *
43	55,558 *
44	54,681 *
45	53,407 *
46	52,151 *
47	51,640 *
48	51,500 *
49	51,168
50	50,112 *
51	50,000 *
52	49,317 *
53	49,000
54	44,437 *
55	31,300 *

AVERAGE "*" 71,692

AVERAGE ALL 72,665

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR HEALTH

RANK	SALARY
1	390,000 *
2	318,270 *
3	267,782 *
4	253,843 *
5	230,000 *
6	211,397 *
7	196,000 *
8	185,000
9	(177,084)*
10	175,206 *
11	171,500 *
12	137,000 *

AVERAGE "*" 229,826

AVERAGE ALL 226,090

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR INFORMATION MANAGEMENT

RANK	SALARY
1	163,000 *
2	144,500 *
3	132,900 *
4	125,000 *
5	117,222 *
6	116,500 *
7	112,257 *
8	111,300
9	102,300 *
10	100,000 *
11	96,748 *
12	91,700 *
13	91,188
14	89,030 *
15	85,500 *
16	82,080 *
17	79,284 *

AVERAGE "*" 109,201

AVERAGE ALL 108,265

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	117,250 *
2	110,000 *
3	109,658 *
4	109,500 *
5	109,080 *
6	100,920 *
7	100,529 *
8	100,110 *
9	99,000 *
10	97,872 *
11	96,180 *

* = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK (CONTINUED)	SALARY	
12	96,100	
13	93,875	*
14	93,700	*
15	93,000	*
16	91,749	*
17	91,057	*
18	90,582	*
19	90,407	*
20	87,940	*
21	86,700	*
22	85,000	*
23	84,672	*
24	82,068	*
25	81,945	
26	80,966	*
27	80,870	*
28	80,850	*
29	80,000	*
30	80,000	
31	79,955	*
32	79,695	
33	79,568	*
34	79,008	*
35	79,000	*
36	78,216	*
37	77,691	*
38	77,530	*
39	77,500	*
40	77,200	*
41	76,008	*
42	75,119	*
43	75,000	*
44	74,500	*
45	74,479	*
46	74,230	*
47	71,500	*
48	70,392	*
49	69,998	*
50	69,440	*
51	69,000	*
52	67,785	*
53	67,673	*
54	67,070	
55	65,136	*
56	64,000	*
57	63,500	
58	63,206	
59	62,280	
60	59,245	
61	58,632	
62	53,724	*
63	52,200	*
64	50,895	*
65	40,000	*
AVERAGE "*"	82,005	
AVERAGE ALL	80,338	

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY	
1	95,100	*
2	91,700	*
3	85,587	*
4	85,410	*
5	85,000	*
6	81,478	*
7	79,850	*
8	79,000	*
9	76,800	*
10	76,523	*
11	76,000	*
12	75,600	*
13	74,778	*
14	74,300	*
15	72,800	*
16	72,056	*
17	72,000	*
18	(72,000)	*
19	71,000	*
20	70,403	
21	70,400	*
22	70,298	*
23	69,010	*
24	69,000	*
25	69,000	*
26	68,884	*
27	67,920	
28	67,500	*
29	66,000	
30	66,000	*
31	65,500	*
32	64,460	
33	62,566	*
34	62,500	*
35	61,767	*
36	61,700	
37	60,965	*
38	60,700	
39	60,000	*
40	60,000	*
41	59,700	*
42	59,500	*
43	59,400	*
44	59,000	*
45	58,860	*
46	58,686	*
47	58,128	*
48	58,115	*
49	57,863	*
50	55,500	*
51	55,000	*
52	55,000	
53	55,000	*
54	54,100	*
55	54,060	*
56	52,530	*
57	52,500	*
58	52,300	*
59	50,100	*
60	49,674	*
61	48,000	*
62	47,802	
63	47,750	*
64	47,454	*
65	45,048	*
66	44,240	*
67	44,189	*
68	43,125	*
69	40,596	*
70	40,323	*
71	40,000	*
72	39,240	*
73	32,200	*
74	23,480	*
AVERAGE "*"	61,758	
AVERAGE ALL	61,757	

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY	
1	(121,349)	*
2	86,147	*
3	83,602	*

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK (CONTINUED)	SALARY
4	81,000 *
5	80,300 *
6	75,000 *
7	74,100 *
8	72,170 *
9	72,100 *
10	71,580 *
11	71,400 *
12	71,070 *
13	70,600 *
14	69,500 *
15	69,396
16	69,323 *
17	67,830 *
18	67,219 *
19	67,053 *
20	67,000 *
21	66,500 *
22	66,467 *
23	66,194 *
24	64,500 *
25	63,999 *
26	63,697 *
27	63,360 *
28	(62,634)*
29	62,500
30	62,500 *
31	62,400 *
32	62,236 *
33	61,750 *
34	61,610 *
35	61,137 *
36	60,900
37	60,421 *
38	60,401 *
39	60,363 *
40	60,024 *
41	60,000 *
42	59,885 *
43	58,600
44	58,456 *
45	58,344 *
46	56,800
47	56,254 *
48	56,000
49	55,962 *
50	55,700 *
51	55,000 *
52	54,723 *
53	53,372 *
54	53,202 *
55	52,500 *
56	49,935 *
57	49,085 *
58	48,979
59	48,750
60	45,364 *
61	44,916
62	44,822 *
63	44,748 *
64	44,220 *
65	43,600 *
66	41,516
AVERAGE "*"	63,638
AVERAGE ALL	62,304

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	165,250 *
2	118,782 *
3	107,640 *
4	103,200 *
5	102,000 *
6	101,118 *
7	101,000 *
8	100,246 *
9	99,580 *
10	99,085 *
11	97,000 *
12	95,000 *
13	94,940 *
14	94,940 *
15	94,000 *
16	92,700 *
17	91,785 *
18	91,133 *
19	91,056
20	89,709 *
21	89,253 *
22	88,384 *
23	87,500 *
24	86,495 *
25	82,793 *
26	82,587 *
27	81,300 *
28	81,000
29	80,933 *
30	80,000 *
31	79,760
32	78,032 *
33	78,000 *
34	77,703 *
35	73,143
36	72,807
37	72,636 *
38	72,000 *
39	71,800 *
40	70,560 *
41	70,100 *
42	69,438 *
43	63,600 *
44	62,900 *
45	62,004
46	58,125 *
47	53,700
48	51,735
49	51,194 *
50	47,100 *
51	45,396 *
52	45,012 *
53	44,676 *
AVERAGE "*"	83,925
AVERAGE ALL	81,921

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	192,042 *
2	179,050 *
3	161,004 *
4	159,650 *
5	(147,119)*
6	138,000 *
7	137,000 *
8	136,600 *
9	136,350 *
10	135,000 *
11	131,301 *
12	130,200 *
13	130,038 *
14	130,000 *
15	130,000

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK (CONTINUED)	SALARY
16	129,664 *
17	(127,500)*
18	119,500 *
19	117,240 *
20	116,417 *
21	115,000 *
22	(115,000)
23	114,923 *
24	112,000 *
25	109,206
26	109,017 *
27	107,000 *
28	106,731 *
29	(105,830)*
30	102,483 *
31	102,335 *
32	102,000 *
33	100,980
34	100,000
35	99,159 *
36	94,884
37	94,500 *
38	93,000 *
39	90,700 *
40	83,465 *
41	76,800 *
AVERAGE "*"	121,961
AVERAGE ALL	119,968

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	172,000 *
2	162,147 *
3	153,000 *
4	151,000 *
5	150,000 *
6	147,548 *
7	(147,119)*
8	141,400 *
9	140,437 *
10	140,250 *
11	140,004 *
12	140,000 *
13	136,100 *
14	132,500
15	132,500 *
16	131,168 *
17	130,000 *
18	130,000 *
19	128,724
20	128,192 *
21	(127,500)*
22	127,000 *
23	127,000 *
24	126,700 *
25	125,460 *
26	125,000 *
27	124,579 *
28	124,000 *
29	123,000 *
30	122,720 *
31	120,000 *
32	116,000 *
33	115,008 *
34	(115,000)
35	115,000 *
36	112,188 *
37	109,404 *
38	107,041
39	(105,830)*
40	104,445 *
41	103,387 *
42	99,999 *
43	97,113 *
44	89,077
45	87,500 *
46	85,000 *
AVERAGE "*"	126,749
AVERAGE ALL	125,414

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	134,000 *
2	116,285 *
3	115,500 *
4	115,000 *
5	113,150 *
6	110,500 *
7	110,000 *
8	107,535 *
9	105,828 *
10	105,000 *
11	105,000 *
12	104,285 *
13	104,000
14	104,000 *
15	103,000 *
16	103,000 *
17	102,333 *
18	101,534 *
19	100,500 *
20	98,624 *
21	98,000 *
22	97,000 *
23	95,900 *
24	95,000 *
25	93,946 *
26	93,720 *
27	93,651 *
28	93,120 *
29	93,000
30	91,800 *
31	91,800 *
32	91,688 *
33	90,000 *
34	90,000
35	90,000 *
36	89,888 *
37	89,344 *
38	88,000
39	87,924 *
40	87,193 *
41	87,050 *
42	87,045 *
43	86,341 *
44	86,000
45	85,805 *
46	85,771 *
47	85,500 *
48	85,300 *
49	85,000 *
50	84,745 *
51	84,048
52	83,830 *
53	83,382 *
54	83,184 *
55	83,000 *
56	82,978
57	82,313
58	81,900 *
59	81,761 *

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* = NASULGC

TABLE I (CONTINUED)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK (CONTINUED)	SALARY	
60	80,628	*
61	80,580	*
62	80,542	*
63	80,340	*
64	80,070	*
65	79,686	*
66	78,097	*
67	76,411	
68	75,240	
69	75,000	*
70	75,000	*
71	74,476	*
72	74,000	
73	73,956	*
74	72,200	*
75	70,713	*
76	68,382	*
77	63,221	*
78	62,750	*
79	60,980	*

AVERAGE "*" 90,460

AVERAGE ALL 89,712

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY	
1	186,056	*
2	178,000	*
3	139,000	*
4	136,564	*
5	131,300	*
6	130,008	*
7	127,423	*
8	127,308	*
9	124,836	*
10	124,500	*
11	123,000	*
12	122,890	*
13	120,141	*
14	120,000	*
15	119,300	*
16	118,100	*
17	117,500	*
18	115,950	*
19	115,000	*
20	114,756	*
21	114,350	*
22	113,450	*
23	111,720	*
24	109,479	*
25	109,200	*
26	109,017	*
27	107,100	*
28	107,000	*
29	106,896	*
30	106,078	*
31	105,900	*
32	104,904	*
33	104,000	
34	104,000	*
35	103,959	*
36	103,832	
37	103,768	*
38	103,000	*
39	102,500	
40	102,000	*
41	102,000	*
42	99,894	*
43	99,310	
44	98,174	*
45	97,535	*
46	97,000	
47	96,733	*
48	96,000	
49	94,944	*
50	94,006	*
51	93,096	
52	91,500	*
53	91,300	*
54	91,075	*
55	90,443	*
56	90,000	*
57	87,299	*
58	86,964	*
59	84,547	*
60	83,629	*
61	82,500	*
62	74,900	*
63	71,050	*
64	43,100	*

AVERAGE "*" 108,159

AVERAGE ALL 107,200

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	
1	136,400	*
2	105,000	*
3	104,955	*
4	103,000	*
5	99,672	*
6	97,300	*
7	95,050	*
8	94,999	*
9	94,440	*
10	92,602	*
11	91,650	*
12	(90,700)	*
13	90,629	*
14	90,290	*
15	89,760	*
16	88,650	*
17	86,000	*
18	83,731	*
19	83,400	*
20	81,900	*
21	81,100	*
22	81,060	*
23	80,135	*
24	80,000	
25	79,950	*
26	79,600	*
27	79,500	*
28	77,677	*
29	76,362	
30	75,450	*
31	75,411	*
32	75,200	*
33	73,134	
34	72,400	
35	71,400	*
36	71,399	*
37	70,700	*
38	70,452	
39	70,020	*
40	70,000	*
41	70,000	*
42	69,985	*
43	68,173	*
44	68,000	*
45	67,498	*
46	66,898	*
47	66,800	
48	66,334	*

* = NASULGC

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK (CONTINUED)	SALARY
49	65,964 *
50	65,696 *
51	65,523 *
52	65,505 *
53	65,000 *
54	64,931
55	64,645 *
56	64,500 *
57	64,265
58	63,762 *
59	62,000 *
60	61,721 *
61	61,183 *
62	57,816
63	57,731 *
64	54,600 *
65	54,564 *
66	54,431 *
67	53,014 *
68	52,070 *
69	49,390 *

AVERAGE "*" 76,615

AVERAGE ALL 75,697

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	(105,000)*
2	99,744 *
3	95,000 *
4	(90,700)*
5	85,725 *
6	82,300 *
7	81,697 *
8	81,300 *
9	78,000 *
10	70,770 *
11	68,600 *
12	66,500 *
13	66,500
14	65,000 *
15	63,888 *
16	62,500 *
17	61,671 *
18	61,456 *
19	60,000 *
20	57,630 *
21	56,556 *
22	55,724 *
23	54,832
24	54,632 *
25	54,400 *
26	54,022 *
27	54,000 *
28	53,880 *
29	53,758 *
30	51,640 *
31	50,213 *
32	50,095 *
33	49,308 *
34	48,294 *
35	48,015 *
36	47,969 *
37	47,901
38	47,426 *
39	47,000 *
40	44,364 *
41	43,850 *
42	43,297
43	41,148
44	40,937 *
45	40,432 *
46	37,662 *
47	36,552 *
48	35,520 *
49	33,568

AVERAGE "*" 60,319

AVERAGE ALL 58,795

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	117,980
2	(105,000)*
3	81,300 *
4	80,360 *
5	80,000 *
6	73,533
7	(70,205)*
8	67,500 *
9	67,123 *
10	65,000 *
11	64,620 *
12	61,000
13	59,016
14	58,917 *
15	58,700
16	56,650 *
17	50,500 *
18	47,200 *
19	45,960 *
20	40,904
21	36,201 *

AVERAGE "*" 65,102

AVERAGE ALL 66,079

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	97,228 *
2	95,332 *
3	82,000 *
4	81,254 *
5	79,380 *
6	77,257 *
7	76,382 *
8	71,340 *
9	(70,205)*
10	70,001 *
11	68,340 *
12	67,000 *
13	66,504
14	66,060 *
15	66,060 *
16	65,975 *
17	65,615
18	64,690 *
19	63,605 *
20	63,000 *
21	61,346 *
22	61,250
23	60,952
24	60,600 *
25	60,000 *
26	59,940
27	59,823 *
28	59,500 *
29	58,800 *
30	58,452 *

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TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK (CONTINUED)	SALARY
31	58,195 *
32	57,000 *
33	56,750 *
34	56,091 *
35	56,000 *
36	55,956 *
37	55,808 *
38	55,500 *
39	54,795 *
40	54,690 *
41	54,000 *
42	53,735 *
43	53,040 *
44	52,524 *
45	52,338 *
46	52,284
47	52,284 *
48	52,110 *
49	52,033 *
50	52,010 *
51	51,489 *
52	51,468 *
53	51,028 *
54	51,000 *
55	50,904 *
56	50,496 *
57	50,279 *
58	49,337 *
59	49,021 *
60	48,122 *
61	47,750 *
62	47,040
63	46,872 *
64	46,800
65	46,224 *
66	45,440 *
67	43,263 *
68	43,244 *
69	42,226 *
70	40,116
71	39,216 *
72	37,740 *
73	30,700 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	57,880
AVERAGE ALL	57,600

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	85,133 *
2	83,000 *
3	81,923 *
4	81,542
5	80,500 *
6	75,000
7	74,950 *
8	74,400 *
9	71,622 *
10	71,000
11	69,300 *
12	67,447 *
13	66,016 *
14	66,000 *
15	65,200 *
16	64,140 *
17	64,000 *
18	62,939 *
19	62,300 *
20	61,456 *
21	60,624 *
22	60,288 *
23	60,000 *
24	59,100 *
25	58,254 *
26	57,286 *
27	56,527 *
28	56,500 *
29	56,294 *
30	56,200 *
31	55,871 *
32	55,800 *
33	55,548 *
34	55,200 *
35	55,120 *
36	55,000 *
37	54,811 *
38	54,253
39	53,560 *
40	53,491 *
41	53,160 *
42	52,872 *
43	52,736
44	51,180 *
45	51,000 *
46	50,393 *
47	50,076
48	49,971 *
49	49,516 *
50	48,837 *
51	48,033
52	47,741 *
53	47,625 *
54	46,767 *
55	45,288 *
56	44,525 *
57	44,048 *
58	43,440
59	43,297
60	42,421 *
61	41,600 *
62	41,273
63	39,228 *
64	34,320
65	31,500 *
66	25,852 *
AVERAGE "*"	57,079
AVERAGE ALL	56,580

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	125,000 *
2	(121,349)*
3	121,133 *
4	95,000 *
5	94,080 *
6	92,500 *
7	92,190 *
8	89,000 *
9	84,500 *
10	82,975 *
11	82,315 *
12	80,800 *
13	80,236 *
14	80,000 *
15	80,000 *
16	77,200 *
17	77,145 *

* = NASULGC

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK (CONTINUED)	SALARY	
18	77,130	*
19	77,064	
20	76,300	*
21	75,850	
22	74,479	*
23	74,436	*
24	74,000	*
25	71,000	*
26	70,684	
27	70,190	*
28	70,000	*
29	70,000	
30	69,585	*
31	69,000	*
32	68,830	*
33	68,350	*
34	68,306	*
35	68,220	*
36	67,945	*
37	67,785	*
38	66,180	*
39	65,431	
40	65,252	*
41	64,860	*
42	64,504	*
43	64,092	
44	62,293	*
45	61,880	*
46	61,000	*
47	60,630	*
48	60,000	*
49	58,900	*
50	57,509	*
51	57,409	
52	56,315	
53	55,488	*
54	55,300	*
55	54,060	*
56	53,995	*
57	53,500	*
58	53,232	*
59	51,000	*
60	49,980	*
61	49,000	*
62	48,912	*
63	46,800	*
64	46,260	
65	45,558	*
66	45,000	
67	37,932	*
AVERAGE "*"	70,680	
AVERAGE ALL	69,505	

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY	
1	74,530	*
2	68,600	*
3	65,975	*
4	65,592	*
5	65,177	*
6	63,000	*
7	62,255	*
8	61,508	*
9	60,000	*
10	58,240	
11	58,036	*
12	57,024	*
13	56,800	*
14	55,957	*
15	53,703	
16	53,050	*
17	53,000	*
18	52,928	*
19	52,560	*
20	52,516	*
21	51,700	*
22	51,550	*
23	51,500	
24	48,978	*
25	48,563	*
26	48,292	*
27	48,050	*
28	47,000	*
29	45,851	
30	45,851	*
31	45,000	*
32	44,942	*
33	44,844	*
34	44,596	*
35	43,800	*
36	43,764	
37	43,355	*
38	42,927	
39	42,326	*
40	42,230	*
41	42,000	
42	41,184	
43	41,166	*
44	40,855	*
45	38,928	*
46	38,368	*
47	37,500	*
48	36,672	*
49	36,483	
50	35,452	*
51	33,959	*
52	33,400	*
53	33,372	*
54	31,050	*
55	29,388	*
56	28,993	*
AVERAGE "*"	48,483	
AVERAGE ALL	48,113	

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY	
1	150,000	*
2	115,000	*
3	110,500	*
4	99,000	*
5	97,760	
6	94,300	*
7	93,000	*
8	91,464	*
9	84,850	*
10	83,740	*
11	83,208	*
12	82,951	*
13	82,633	*
14	82,591	*
15	82,028	*
16	80,600	*
17	80,360	*
18	80,000	
19	79,188	*
20	79,000	*
21	78,527	*
22	77,300	*
23	77,200	*
24	77,000	*
25	76,819	*

TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK (CONTINUED)	SALARY	
26	76,772	
27	74,548	*
28	74,500	*
29	74,000	*
30	73,891	*
31	73,706	*
32	73,550	*
33	73,157	*
34	72,975	*
35	72,822	*
36	72,000	*
37	72,000	*
38	71,400	*
39	70,814	*
40	69,480	*
41	68,297	*
42	67,900	*
43	67,640	*
44	66,811	*
45	66,800	*
46	66,500	*
47	66,300	*
48	65,769	*
49	65,000	*
50	65,000	*
51	65,000	*
52	63,999	*
53	63,267	*
54	62,915	*
55	62,100	
56	61,488	*
57	61,000	*
58	60,895	*
59	60,859	
60	60,355	*
61	60,040	*
62	60,000	*
63	59,983	*
64	59,450	
65	58,665	*
66	58,590	*
67	57,780	
68	57,342	*
69	56,000	
70	55,008	
71	54,864	*
72	49,680	*
73	46,938	*
74	46,500	*
75	45,870	*
76	41,500	
77	41,000	*
AVERAGE "*"	72,605	
AVERAGE ALL	71,581	

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY	
1	134,400	*
2	120,000	*
3	114,000	*
4	112,791	*
5	112,150	*
6	111,300	*
7	111,148	*
8	111,100	*
9	110,900	*
10	110,000	*
11	107,280	*
12	106,720	*
13	106,000	*
14	(105,528)	*
15	105,500	*
16	104,660	*
17	104,235	*
18	102,310	*
19	102,000	*
20	101,500	
21	100,899	*
22	100,760	*
23	100,373	*
24	100,225	*
25	100,000	*
26	99,800	*
27	99,273	*
28	99,086	*
29	98,036	*
30	98,025	*
31	98,000	
32	97,000	
33	95,718	*
34	95,600	*
35	95,250	*
36	95,000	
37	94,910	*
38	94,595	*
39	94,500	*
40	94,500	*
41	94,098	*
42	94,020	*
43	94,000	*
44	93,780	*
45	93,627	*
46	93,012	
47	92,000	*
48	91,800	
49	91,800	*
50	91,630	*
51	91,440	*
52	91,000	
53	90,840	*
54	90,252	*
55	90,000	*
56	89,964	
57	88,933	*
58	88,894	*
59	88,275	
60	87,445	*
61	87,125	*
62	87,000	*
63	85,475	*
64	85,188	
65	84,400	*
66	84,154	*
67	83,821	*
68	83,500	*
69	82,000	*
70	81,775	*
71	81,334	
72	80,891	*
73	78,666	*
74	76,922	*
75	73,620	*
76	71,920	*
AVERAGE "*"	96,425	
AVERAGE ALL	95,785	

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY	
1	101,184	*
2	100,000	*
3	90,288	*

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STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK (CONTINUED)	SALARY	
4	88,080	*
5	87,200	
6	86,688	*
7	83,075	*
8	81,500	*
9	78,330	*
10	77,868	*
11	77,352	*
12	76,993	*
13	75,164	*
14	75,000	*
15	74,623	
16	74,400	*
17	73,500	*
18	73,158	*
19	72,625	*
20	72,100	*
21	71,974	*
22	71,900	*
23	71,500	*
24	70,701	*
25	70,000	*
26	69,540	*
27	68,796	*
28	68,500	*
29	67,355	*
30	66,343	
31	66,101	*
32	66,096	*
33	65,706	*
34	65,161	*
35	64,907	*
36	64,625	*
37	64,500	*
38	63,232	*
39	62,700	*
40	61,678	*
41	60,000	*
42	58,700	
43	56,210	
44	55,248	
45	53,864	*
46	53,724	*
47	53,139	
48	53,098	*
49	49,936	*
50	49,625	*
51	48,240	*
52	47,544	*
53	44,299	*
54	40,000	*
AVERAGE "*"	68,779	
AVERAGE ALL	68,224	

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY	
1	125,460	
2	100,329	*
3	98,853	*
4	96,881	*
5	95,800	*
6	95,500	*
7	90,245	*
8	87,782	*
9	81,340	*
10	77,634	*
11	75,520	*
12	75,192	*
13	72,504	*
14	70,100	
15	68,000	*
16	65,595	*
17	65,200	
18	60,000	*
19	59,976	*
20	56,900	*
21	56,039	*
22	55,806	*
23	54,251	*
24	53,893	*
25	53,840	*
26	51,412	*
27	50,000	*
28	49,480	*
29	49,464	*
30	46,900	*
31	45,053	*
32	44,430	*
33	43,350	*
34	43,264	
35	42,848	*
36	42,070	*
37	37,500	*
38	37,036	*
39	35,200	*
40	35,004	*
41	34,728	*
42	34,479	*
43	25,841	*
AVERAGE "*"	59,915	
AVERAGE ALL	61,412	

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY	
1	110,000	*
2	88,900	*
3	87,006	*
4	85,165	*
5	85,000	*
6	82,891	*
7	(82,404)	*
8	81,764	*
9	80,800	*
10	80,017	*
11	79,560	*
12	78,924	*
13	78,000	*
14	77,343	*
15	77,070	*
16	74,496	
17	74,170	*
18	73,300	*
19	73,000	
20	73,000	*
21	(72,500)	*
22	71,993	*
23	71,616	*
24	70,863	*
25	70,000	*
26	69,780	*
27	69,500	*
28	68,431	*
29	67,500	*
30	66,806	*
31	65,900	*
32	64,323	*
33	64,260	*
34	63,900	*
35	63,180	*
36	62,831	*
37	62,029	*

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* = NASULGC

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK (CONTINUED)	SALARY	
38	61,617	*
39	61,244	*
40	61,200	
41	61,200	*
42	60,000	*
43	59,472	*
44	58,744	*
45	58,744	
46	58,360	*
47	58,332	*
48	57,952	*
49	57,525	*
50	57,314	
51	57,000	
52	56,000	*
53	55,857	*
54	55,692	*
55	55,531	
56	55,080	*
57	55,024	*
58	55,000	*
59	54,500	*
60	53,869	*
61	52,170	*
62	51,930	*
63	51,534	*
64	49,870	*
65	49,646	*
66	49,632	*
67	49,007	*
68	47,680	*
69	47,611	*
70	44,856	*
71	44,400	
72	44,020	
73	43,200	*
74	42,192	*
75	39,431	*
76	36,960	*
77	32,028	

AVERAGE "*" 64,357

AVERAGE ALL 63,242

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY	
1	92,700	*
2	90,500	*
3	88,374	*
4	78,358	*
5	76,740	
6	76,405	*
7	76,296	*
8	75,525	*
9	75,400	*
10	74,000	*
11	73,958	
12	73,600	*
13	73,000	*
14	(72,500)	*
15	71,575	*
16	70,474	*
17	70,332	*
18	70,200	*
19	69,935	*
20	69,564	
21	68,500	*
22	68,054	*
23	68,000	*
24	66,310	*
25	66,000	*
26	66,000	*
27	65,469	*
28	64,623	*
29	64,392	*
30	64,200	*
31	64,200	*
32	62,849	*
33	62,550	*
34	62,493	*
35	62,372	*
36	62,198	*
37	61,767	*
38	61,700	*
39	61,200	*
40	61,000	*
41	60,870	*
42	60,000	*
43	59,180	*
44	58,360	*
45	56,225	
46	56,200	*
47	55,715	*
48	55,097	
49	54,900	
50	54,432	*
51	53,647	*
52	52,931	*
53	52,700	
54	52,500	*
55	52,240	*
56	51,929	*
57	51,463	
58	50,205	*
59	50,000	*
60	49,939	*
61	49,900	*
62	49,500	*
63	48,819	*
64	48,500	*
65	48,230	*
66	48,000	*
67	48,000	
68	47,100	*
69	47,076	*
70	46,512	*
71	46,224	
72	45,148	*
73	43,500	*
74	42,228	*
75	41,500	*
76	37,569	*

AVERAGE "*" 61,285

AVERAGE ALL 60,916

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY	
1	91,802	*
2	85,575	*
3	(82,404)	*
4	78,257	*
5	77,500	*
6	75,605	*
7	74,624	
8	72,100	*
9	71,120	*
10	68,337	*
11	67,800	*
12	67,020	*
13	67,015	*
14	65,900	*

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* = NASULGC

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK (CONTINUED)	SALARY
15	65,820 *
16	65,720 *
17	65,675 *
18	64,500 *
19	64,408 *
20	64,350 *
21	64,010
22	63,952 *
23	62,400 *
24	62,380 *
25	62,235
26	62,200
27	62,000 *
28	60,984 *
29	60,859
30	60,023 *
31	60,000 *
32	60,000 *
33	59,455 *
34	59,450 *
35	59,088
36	58,169 *
37	58,000
38	57,687 *
39	57,348
40	56,905 *
41	56,517 *
42	56,027 *
43	55,709 *
44	55,692 *
45	55,636 *
46	55,603 *
47	55,536 *
48	55,500 *
49	55,482 *
50	55,100 *
51	54,954 *
52	54,809 *
53	54,493 *
54	53,834
55	53,469 *
56	53,040 *
57	52,500 *
58	51,508
59	51,500 *
60	51,492 *
61	50,348 *
62	50,280 *
63	50,076
64	49,837 *
65	49,625 *
66	49,448 *
67	49,419 *
68	48,797 *
69	48,230 *
70	47,400 *
71	47,000 *
72	46,680 *
73	45,998 *
74	45,800 *
75	45,673 *
76	45,560 *
77	45,500 *
78	45,141 *
79	44,132 *
80	42,000 *
81	40,700 *
AVERAGE "*"	58,071
AVERAGE ALL	58,256

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	107,604 *
2	101,800 *
3	99,130 *
4	88,056 *
5	81,500 *
6	78,440 *
7	77,500 *
8	76,988 *
9	76,050 *
10	75,900 *
11	74,225 *
12	72,500 *
13	71,784 *
14	70,000 *
15	69,050 *
16	68,220 *
17	68,213 *
18	67,372 *
19	67,000 *
20	66,614 *
21	66,340 *
22	65,964
23	65,920 *
24	64,471 *
25	64,265 *
26	63,263
27	62,452
28	62,388 *
29	62,046 *
30	61,851 *
31	61,560 *
32	61,060 *
33	60,600 *
34	60,504 *
35	60,203 *
36	60,156 *
37	60,000 *
38	59,915 *
39	59,508 *
40	59,347
41	58,897 *
42	58,000 *
43	57,783 *
44	57,121 *
45	57,050 *
46	56,835
47	56,788 *
48	56,200 *
49	56,100 *
50	55,070 *
51	55,000 *
52	54,615 *
53	54,106 *
54	54,064 *
55	53,040 *
56	53,039 *
57	52,490 *
58	52,000 *
59	51,828 *
60	51,800
61	51,547
62	51,254 *
63	51,058 *
64	51,010 *
65	51,000 *
66	50,160 *
67	50,000 *
68	48,760 *
69	47,824 *
70	47,004 *
71	46,920 *
72	46,671
73	46,622 *
74	44,508

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* = NASULGC

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK (CONTINUED)	SALARY	
75	44,200	*
76	43,890	*
77	41,400	*
78	40,190	*
79	36,960	*
80	36,000	*
AVERAGE "*"	60,932	
AVERAGE ALL	60,357	

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY	
1	176,750	*
2	148,000	*
3	141,138	*
4	137,328	*
5	120,116	*
6	116,725	*
7	114,756	*
8	110,699	*
9	109,412	*
10	109,273	*
11	108,350	*
12	107,590	*
13	107,124	*
14	106,996	*
15	105,606	*
16	104,485	*
17	104,358	
18	103,520	*
19	97,008	*
20	96,106	
21	95,300	*
22	93,500	*
23	92,697	*
24	91,630	*
25	88,994	*
26	87,629	*
27	86,717	*
28	86,664	
29	86,655	*
30	86,100	
31	86,094	*
32	86,054	*
33	85,901	*
34	85,869	*
35	85,500	*
36	84,529	*
37	84,154	*
38	83,180	*
39	82,791	*
40	82,592	*
41	82,484	*
42	81,105	*
43	80,394	*
44	80,000	*
45	78,843	*
46	78,740	*
47	77,769	*
48	77,440	*
49	76,609	*
50	75,972	*
51	75,689	
52	75,200	*
53	74,947	
54	74,861	*
55	73,500	
56	72,000	
57	71,352	*
58	70,100	*
59	68,500	*
60	64,768	*
61	64,000	*
62	63,440	*
63	62,000	*
64	60,582	*
65	60,000	
66	59,256	*
67	58,710	*
68	58,605	*
69	54,313	
70	52,526	*
71	52,100	*
72	44,558	*
73	43,742	*
74	43,208	*
75	42,432	*
76	41,982	
AVERAGE "*"	86,369	
AVERAGE ALL	84,732	

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY	
1	90,000	
2	75,772	*
3	73,276	*
4	72,000	*
5	70,008	*
6	69,132	
7	68,275	*
8	66,732	*
9	66,240	*
10	65,930	*
11	65,001	*
12	65,000	*
13	65,000	*
14	61,570	*
15	61,267	*
16	61,266	*
17	60,600	*
18	59,687	*
19	59,673	*
20	58,400	*
21	57,288	*
22	56,924	*
23	56,780	*
24	56,650	*
25	56,624	*
26	56,150	*
27	55,900	*
28	55,788	*
29	55,420	*
30	55,397	*
31	55,000	*
32	54,826	
33	54,555	*
34	54,303	*
35	54,216	*
36	54,142	*
37	54,000	*
38	53,600	
39	53,411	*
40	53,172	*
41	52,978	*
42	52,520	*
43	52,104	*
44	50,704	*
45	50,287	*
46	50,102	*
47	50,000	
48	49,000	*

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* = NASULGC

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK (CONTINUED)	SALARY	
49	48,348	*
50	46,979	*
51	46,540	*
52	46,527	*
53	46,500	
54	46,470	*
55	46,399	*
56	46,220	*
57	45,296	*
58	45,000	*
59	44,300	*
60	44,078	*
61	43,008	*
62	43,001	*
63	42,500	*
64	42,420	*
65	41,774	*
66	41,117	*
67	40,000	*
68	40,000	*
69	39,802	
70	37,128	
71	36,459	
72	36,107	
73	34,836	*
74	34,082	
75	34,067	*
76	33,990	*
77	33,322	*
78	29,833	*

AVERAGE "*" 52,763

AVERAGE ALL 52,343

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

RANK	SALARY	
1	102,929	*
2	102,789	*
3	94,973	*
4	94,638	
5	91,000	*
6	91,000	*
7	89,000	*
8	88,200	*
9	85,000	*
10	82,475	*
11	(80,110)	*
12	70,000	
13	69,000	
14	67,000	*
15	63,342	*

AVERAGE "*" 86,485

AVERAGE ALL 84,764

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY	
1	111,300	*
2	108,068	*
3	94,500	*
4	89,869	*
5	89,579	*
6	85,000	*
7	84,525	*
8	81,816	*
9	(80,110)	*
10	80,000	*
11	76,772	
12	75,712	*
13	75,700	
14	74,023	*
15	72,724	*
16	70,550	*
17	70,440	*
18	69,666	
19	69,323	*
20	68,789	
21	67,800	*
22	67,500	*
23	67,439	*
24	67,320	*
25	66,398	*
26	64,754	*
27	63,714	*
28	63,306	*
29	62,377	*
30	61,150	*
31	60,552	*
32	60,000	*
33	58,834	
34	58,440	*
35	57,300	*
36	56,496	*
37	55,800	*
38	55,583	*
39	55,270	*
40	54,795	*
41	53,250	*
42	53,078	*
43	52,578	*
44	45,000	*
45	42,588	*
46	41,785	*
47	41,556	

AVERAGE "*" 68,093

AVERAGE ALL 67,726

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY	
1	115,000	*
2	105,000	*
3	100,100	*
4	100,000	*
5	98,910	*
6	92,607	*
7	91,319	*
8	90,000	*
9	87,955	*
10	87,138	
11	85,787	*
12	85,768	*
13	85,193	*
14	85,000	*
15	84,500	*
16	84,051	*
17	83,500	*
18	82,650	*
19	82,169	*
20	81,150	*
21	81,000	*
22	80,943	*
23	79,786	*
24	79,335	*
25	77,597	*
26	77,520	*
27	76,860	*
28	76,100	*
29	76,000	*

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* = NASULGC

TABLE I (CONTINUED)

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK (CONTINUED)	SALARY	
30	75,602	*
31	75,500	*
32	75,000	*
33	74,835	*
34	74,463	*
35	74,157	*
36	73,840	*
37	73,800	*
38	73,500	*
39	72,563	*
40	72,248	*
41	71,828	*
42	71,137	*
43	71,000	*
44	70,778	*
45	70,452	
46	70,434	*
47	70,347	*
48	69,504	*
49	69,090	*
50	67,521	*
51	66,715	
52	66,439	*
53	66,400	
54	65,841	*
55	65,800	*
56	65,076	*
57	64,700	*
58	63,350	*
59	63,317	*
60	63,186	
61	63,009	*
62	62,041	*
63	61,685	*
64	61,008	
65	60,000	
66	59,000	*
67	58,800	*
68	58,794	*
69	58,260	*
70	56,608	*
71	54,900	*
72	53,000	*
73	45,851	
74	39,360	*
75	38,368	

RANK (CONTINUED)	SALARY	
AVERAGE "*"	75,044	
AVERAGE ALL	73,494	

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY	
1	85,722	*
2	84,880	*
3	82,500	*
4	81,133	*
5	79,719	*
6	77,700	*
7	76,993	*
8	75,600	*
9	74,496	*
10	74,000	*
11	73,400	*
12	72,765	*
13	71,626	*
14	71,550	*
15	71,395	*
16	70,626	*
17	68,833	*
18	68,800	
19	68,500	*
20	67,078	*
21	65,600	
22	65,200	*
23	64,933	
24	64,730	*
25	63,866	*
26	63,000	*
27	62,800	*
28	61,000	*
29	61,000	*
30	60,756	*
31	59,913	*
32	59,592	*
33	59,500	*
34	59,352	
35	59,350	*
36	59,283	*
37	59,130	*
38	58,643	*
39	58,559	*
40	58,414	*
41	58,350	*
42	58,000	*
43	57,794	
44	57,500	*
45	57,415	
46	57,332	*
47	56,609	*
48	56,004	*
49	55,913	*
50	55,500	*
51	53,562	*
52	53,458	*
53	53,230	*
54	52,593	
55	52,000	*
56	50,124	
57	49,890	*
58	49,754	*
59	49,514	*
60	49,505	*
61	48,923	*
62	48,915	*
63	48,886	*
64	48,247	*
65	47,220	*
66	46,500	*
67	45,996	*
68	45,916	*
69	44,298	*
70	43,200	
71	42,888	
72	42,845	*
73	42,421	*
74	37,620	*
75	36,487	*
76	36,254	*
77	35,016	*
78	31,230	*
79	29,134	*
AVERAGE "*"	58,627	
AVERAGE ALL	58,329	

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY	
1	136,000	*
2	135,000	*
3	127,070	*
4	125,000	*

* = NASULGC

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK (CONTINUED)	SALARY
5	121,885 *
6	118,400 *
7	115,932 *
8	112,500 *
9	111,100 *
10	110,160 *
11	108,150 *
12	108,077 *
13	108,048 *
14	108,000 *
15	(105,528)*
16	104,275 *
17	103,711 *
18	103,420 *
19	103,000
20	102,583 *
21	101,830 *
22	100,835 *
23	99,708 *
24	98,145 *
25	97,535 *
26	95,000
27	94,500 *
28	92,558 *
29	92,000 *
30	91,000
31	88,150
32	86,736
33	86,417 *
34	86,000 *
35	85,519
36	85,488 *
37	85,483 *
38	84,540
39	84,500
40	82,872 *
AVERAGE "*"	105,257
AVERAGE ALL	102,166

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	111,900 *
2	106,177 *
3	104,620 *
4	104,050
5	104,000 *
6	99,170 *
7	95,500 *
8	95,000 *
9	92,700 *
10	90,443 *
11	90,000 *
12	80,500 *
13	76,053 *
14	74,425 *
15	66,408 *
16	62,615
17	60,925 *
18	60,000 *
AVERAGE "*"	87,989
AVERAGE ALL	87,471

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	128,985 *
2	110,000 *
3	97,766 *
4	(93,879)*
5	93,415 *
6	92,502 *
7	90,000 *
8	87,224 *
9	84,328 *
10	80,750 *
11	80,500 *
12	79,999 *
13	77,000 *
14	76,500 *
15	75,300 *
16	75,000 *
17	74,278 *
18	72,118 *
19	72,004 *
20	72,000
21	71,861 *
22	71,289 *
23	69,136 *
24	69,000 *
25	68,588 *
26	68,500 *
27	66,850 *
28	66,500 *
29	66,370 *
30	65,998 *
31	63,485 *
32	62,768 *
33	62,649 *
34	62,565 *
35	61,234 *
36	60,975 *
37	58,655 *
38	58,328 *
39	58,064
40	56,000 *
41	55,824
42	55,602 *
43	55,339
44	55,228 *
45	54,432 *
46	53,000
47	52,382
48	51,836
49	51,600 *
50	51,540
51	51,000 *
52	50,500 *
53	50,000 *
54	49,500 *
55	48,362 *
56	47,853 *
57	47,104 *
58	46,727 *
59	45,653 *
60	43,380 *
61	42,900 *
62	40,476 *
63	38,396 *
AVERAGE "*"	67,109
AVERAGE ALL	65,730

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* = NASULGC

TABLE I (CONTINUED)

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
LEGISLATIVE RELATIONS

RANK	SALARY
1	130,138 *
2	109,000 *
3	100,000 *
4	95,975 *
5	90,930 *
6	51,912 *

AVERAGE "*" 96,326

AVERAGE ALL 96,326

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	103,089 *
2	102,588 *
3	97,850 *
4	(93,879)*
5	91,927 *
6	89,000
7	85,000 *
8	84,298 *
9	84,240 *
10	83,650 *
11	83,091 *
12	82,740
13	82,368 *
14	82,226
15	82,160 *
16	72,500 *
17	72,100 *
18	71,892 *
19	70,298
20	68,500 *
21	68,250 *
22	68,145 *
23	67,300 *
24	66,503 *
25	66,194 *
26	64,500 *
27	63,360 *
28	62,976 *
29	61,300 *
30	60,360 *
31	57,226 *
32	55,479 *
33	55,000 *
34	52,275 *
35	48,000
36	47,954 *
37	45,013 *
38	40,280 *

AVERAGE "*" 71,553

AVERAGE ALL 71,935

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	161,914 *
2	130,008 *
3	130,000 *
4	127,400 *
5	123,720 *
6	120,000 *
7	117,000 *
8	111,690 *
9	111,300 *
10	110,000 *
11	108,668 *
12	104,650 *
13	96,354 *
14	93,001 *
15	86,807 *
16	82,370 *
17	82,100 *
18	80,000
19	75,684 *
20	73,217 *

AVERAGE "*" 107,678

AVERAGE ALL 106,294

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	108,000 *
2	100,000 *
3	96,900 *
4	(95,500)*
5	92,000 *
6	92,000 *
7	91,500
8	90,854 *
9	89,100 *
10	87,125
11	84,150 *
12	83,463 *
13	82,400 *
14	82,061 *
15	76,599 *
16	75,658 *
17	72,500
18	72,144
19	70,867 *
20	70,750 *
21	69,323 *
22	68,947 *
23	68,500 *
24	68,095
25	67,980 *
26	67,117 *
27	66,520 *
28	64,923 *
29	63,265 *
30	61,320 *
31	59,160 *
32	55,500 *
33	52,966 *
34	50,004 *
35	50,000 *
36	46,944 *
37	29,172 *

AVERAGE "*" 72,873

AVERAGE ALL 73,603

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	120,000 *
2	110,950 *
3	102,900 *
4	100,552
5	98,600 *
6	(95,500)*
7	83,068 *
8	77,255 *
9	76,351 *
10	76,229 *
11	75,983 *

* = NASULGC

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PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK (CONTINUED)	SALARY	
12	75,684	*
13	75,000	*
14	72,800	*
15	72,500	*
16	72,143	*
17	71,110	*
18	70,420	*
19	69,632	*
20	69,525	*
21	69,500	*
22	69,411	*
23	68,682	*
24	67,470	
25	66,984	*
26	65,864	*
27	65,304	*
28	64,086	*
29	63,637	*
30	62,800	*
31	62,454	*
32	62,095	*
33	60,600	*
34	59,124	*
35	58,610	*
36	58,024	*
37	57,384	
38	56,777	*
39	55,679	*
40	54,316	*
41	53,414	
42	53,061	*
43	52,000	
44	51,900	*
45	51,124	*
46	50,000	
47	50,000	*
48	49,572	*
49	49,000	*
50	48,944	*
51	47,808	*
52	45,038	*
53	45,000	*
54	43,270	*
55	43,200	*
56	42,594	
57	42,516	*
58	41,676	
59	41,500	*
60	40,116	
61	39,641	*
62	38,644	*
63	34,161	
64	31,203	*
AVERAGE "*"	64,093	
AVERAGE ALL	62,506	

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY	
1	122,000	*
2	115,482	*
3	108,829	*
4	105,468	*
5	104,535	*
6	104,000	*
7	101,200	*
8	99,050	*
9	97,545	*
10	94,008	*
11	94,000	*
12	92,150	*
13	90,926	*
14	90,780	*
15	90,615	*
16	85,200	*
17	84,763	*
18	82,163	*
19	80,000	*
20	78,000	*
21	71,797	*
22	67,014	*
23	62,095	*
24	59,500	
25	36,923	*
AVERAGE "*"	89,939	
AVERAGE ALL	88,722	

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY	
1	180,000	*
2	150,000	*
3	131,820	*
4	129,550	
5	128,500	*
6	126,700	*
7	126,518	*
8	124,800	*
9	120,000	*
10	120,000	
11	119,600	*
12	115,920	*
13	113,808	*
14	111,419	*
15	110,469	*
16	110,000	*
17	109,200	*
18	108,567	*
19	108,200	*
20	103,000	
21	102,810	*
22	100,000	*
23	99,246	*
24	98,000	*
25	97,535	*
26	95,544	*
27	93,096	
28	92,412	*
29	90,000	*
30	86,750	*
31	85,000	*
32	83,347	*
33	71,280	*
34	70,019	*
AVERAGE "*"	108,915	
AVERAGE ALL	109,209	

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY	
1	160,000	*
2	142,000	*
3	136,476	*
4	119,600	*

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TABLE I (CONTINUED)

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK (CONTINUED)	SALARY
5	118,688 *
6	117,703 *
7	(116,769)*
8	(112,000)*
9	110,076 *
10	110,000 *
11	108,991 *
12	108,150 *
13	107,100 *
14	106,469 *
15	102,660 *
16	(98,462)*
17	(97,425)*
18	(96,030)*
19	94,330 *
20	92,390 *
21	90,000 *
22	87,245 *
AVERAGE "*"	110,571
AVERAGE ALL	110,571

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	120,643 *
2	112,800
3	107,302 *
4	106,392 *
5	104,973 *
6	103,696 *
7	102,245 *
8	96,199 *
9	87,550 *
10	86,756 *
11	82,538 *
12	78,820 *
13	77,000 *
14	76,899 *
15	76,884 *
16	75,770 *
17	75,750
18	74,850 *
19	73,925 *
20	72,000 *
21	71,972
22	71,770 *
23	70,900 *
24	70,839 *
25	70,200
26	69,323 *
27	67,000 *
28	67,000 *
29	66,780 *
30	66,664 *
31	66,614 *
32	66,410 *
33	65,140 *
34	65,000 *
35	63,136 *
36	62,559 *
37	62,322 *
38	62,292 *
39	62,063 *
40	60,129 *
41	60,000 *
42	58,644
43	57,346 *
44	55,751
45	55,715 *
46	54,878
47	54,756 *
48	54,360
49	54,352 *
50	53,597 *
51	53,597
52	52,524 *
53	51,612 *
54	51,564 *
55	50,124 *
56	48,294 *
57	48,028 *
58	47,254 *
59	44,985 *
AVERAGE "*"	70,411
AVERAGE ALL	69,971

DEANS:
AGRICULTURE

RANK	SALARY
1	175,100 *
2	142,625 *
3	140,000 *
4	128,521 *
5	128,508 *
6	123,000 *
7	122,250 *
8	122,103 *
9	121,052 *
10	121,000 *
11	119,470 *
12	118,700 *
13	118,015 *
14	117,850 *
15	117,239 *
16	115,000 *
17	115,000 *
18	111,398 *
19	110,346 *
20	110,000 *
21	109,526 *
22	108,072 *
23	104,673 *
24	104,220 *
25	103,704 *
26	(102,000)*
27	101,906 *
28	101,700 *
29	97,990 *
30	96,006 *
31	95,650 *
32	95,000 *
33	93,200 *
34	91,333 *
35	90,000 *
36	89,431 *
37	85,000 *
38	83,000 *
39	82,296 *
40	82,000 *
AVERAGE "*"	109,847
AVERAGE ALL	109,847

DEANS:
ARCHITECTURE

RANK	SALARY
1	136,100 *
2	133,000
3	115,000 *
4	115,000 *

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DEANS:
ARCHITECTURE

RANK (CONTINUED)	SALARY	
5	113,700	*
6	112,800	*
7	112,379	*
8	111,996	*
9	107,000	*
10	105,000	*
11	105,000	*
12	101,578	*
13	100,900	*
14	100,000	*
15	98,810	*
16	97,500	*
17	96,800	*
18	95,300	*
19	95,000	*
20	94,873	*
21	93,628	*
22	92,628	*
23	92,000	*
24	91,970	*
25	90,000	*
26	90,000	*
27	89,933	
28	89,255	*
29	87,485	*
30	86,970	*
31	85,000	*
32	84,125	*
33	81,620	*
34	78,000	*

AVERAGE "*" 98,669

AVERAGE ALL 99,422

DEANS:
ARTS AND LETTERS

RANK	SALARY	
1	144,550	*
2	120,000	*
3	113,300	*
4	113,150	*
5	101,316	*
6	82,484	*

RANK (CONTINUED)	SALARY	

AVERAGE "*" 112,467

AVERAGE ALL 112,467

DEANS:
ARTS AND SCIENCES

RANK	SALARY	
1	166,000	*
2	163,700	*
3	153,250	*
4	133,825	*
5	128,000	*
6	127,000	*
7	125,208	*
8	125,000	*
9	125,000	*
10	122,500	*
11	120,103	*
12	120,000	*
13	115,847	*
14	115,770	*
15	115,312	*
16	115,000	*
17	110,000	
18	108,300	*
19	107,700	*
20	105,800	
21	105,000	
22	104,916	
23	104,794	*
24	104,500	*
25	104,259	*
26	104,064	*
27	103,700	*
28	103,600	*
29	102,828	*
30	101,000	*
31	100,620	*
32	99,900	*
33	99,170	*
34	99,000	*
35	98,500	*
36	98,028	*
37	97,333	
38	97,000	
39	96,900	*
40	95,743	*
41	95,680	*
42	95,208	*
43	95,000	*
44	95,000	*
45	94,728	*
46	93,120	*
47	92,250	
48	90,000	*
49	87,600	
50	85,817	*
51	84,504	*
52	82,555	*
53	79,896	
54	78,800	*

AVERAGE "*" 108,767

AVERAGE ALL 106,932

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY	
1	199,950	*
2	183,500	*
3	165,000	*
4	163,768	*
5	163,700	*
6	161,236	*
7	161,000	*
8	159,803	*
9	155,000	*
10	155,000	
11	154,000	
12	152,250	*
13	151,875	*
14	151,500	*
15	150,000	*
16	144,200	*
17	141,000	*
18	139,485	*
19	137,700	
20	136,700	
21	136,690	*
22	133,700	*
23	131,300	*
24	129,214	*
25	129,000	*
26	123,678	*
27	123,136	*
28	122,974	*
29	122,004	*

TABLE I (CONTINUED)

DEANS:
BUSINESS MANAGEMENT

RANK (CONTINUED)	SALARY	
30	120,586	*
31	120,000	*
32	120,000	*
33	119,699	*
34	118,188	*
35	118,069	*
36	118,000	*
37	117,420	*
38	117,000	*
39	116,817	*
40	116,750	*
41	116,075	*
42	115,375	*
43	114,290	*
44	113,000	*
45	111,784	
46	111,558	*
47	111,310	*
48	110,914	*
49	110,445	*
50	110,064	*
51	110,055	*
52	109,500	*
53	109,043	*
54	106,603	*
55	105,000	*
56	105,000	*
57	105,000	*
58	105,000	*
59	104,880	*
60	104,845	*
61	103,848	*
62	103,000	*
63	100,805	*
64	100,344	*
65	100,000	
66	99,595	
67	98,629	*
68	98,402	*
69	98,280	*
70	95,844	
71	93,448	*
72	87,516	*
73	87,360	*
74	86,200	
75	85,002	*
76	84,624	
77	81,413	*
78	80,000	*
79	70,720	*
80	68,600	*
AVERAGE "*"	120,469	
AVERAGE ALL	119,928	

DEANS:
CONTINUING EDUCATION

RANK	SALARY	
1	126,690	
2	108,800	*
3	102,000	*
4	101,970	*
5	101,952	*
6	101,356	*
7	98,387	*
8	95,000	*
9	94,400	*
10	94,382	*
11	94,347	*
12	92,132	*
13	92,000	*
14	91,778	*
15	90,108	*
16	89,984	*
17	89,600	*
18	88,847	*
19	88,100	*
20	87,950	*
21	87,450	*
22	87,336	*
23	84,864	*
24	84,787	*
25	84,195	*
26	83,957	*
27	82,900	*
28	82,017	*
29	82,000	
30	80,255	*
31	80,000	
32	79,800	*
33	77,789	
34	76,000	*
35	75,959	*
36	75,000	*
37	74,902	*
38	74,783	*
39	74,604	*
40	74,600	
41	74,490	*
42	73,914	*
43	71,737	*
44	67,818	*
45	64,368	*
46	61,703	*
47	60,800	*
48	60,000	
49	54,717	*
50	39,924	*
AVERAGE "*"	83,213	
AVERAGE ALL	83,249	

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY	
1	169,116	*
2	127,200	*
3	115,000	
4	110,000	*
5	106,299	*
6	(102,000)	*
7	100,000	*
8	95,000	*
9	93,912	*
10	92,085	*
11	89,513	*
12	70,838	*
13	70,000	*
AVERAGE "*"	102,164	
AVERAGE ALL	103,151	

DEANS:
EDUCATION

RANK	SALARY	
1	135,000	*
2	128,000	*
3	126,575	*
4	123,200	*
5	122,997	*
6	122,306	*
7	122,004	*

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DEANS:
EDUCATION

RANK (CONTINUED)	SALARY	
8	120,000	*
9	119,200	*
10	115,620	*
11	114,551	*
12	113,000	*
13	112,000	*
14	110,100	*
15	110,004	*
16	110,000	*
17	108,081	*
18	108,000	*
19	107,661	*
20	107,414	*
21	107,000	*
22	106,469	*
23	106,111	*
24	106,000	*
25	105,427	*
26	105,200	*
27	103,000	*
28	102,410	*
29	102,000	*
30	102,000	*
31	101,500	*
32	101,454	*
33	100,000	*
34	100,000	*
35	99,110	*
36	98,809	*
37	98,800	
38	98,800	*
39	97,916	*
40	97,610	*
41	96,720	*
42	96,497	*
43	96,390	*
44	96,276	*
45	94,822	*
46	94,008	*
47	94,000	*
48	93,899	
49	93,560	*
50	93,500	*
51	93,491	*
52	93,348	
53	91,572	
54	90,252	*
55	89,688	*
56	89,000	*
57	87,600	
58	87,100	*
59	87,000	*
60	86,733	
61	84,500	*
62	84,276	*
63	84,000	*
64	83,931	*
65	81,600	
66	81,500	
67	80,375	*
68	80,000	
69	79,391	*
70	78,904	*
71	78,538	*
72	77,694	*
73	76,125	
74	76,083	*
75	72,332	*
76	70,008	*
77	67,500	*
AVERAGE "*"	99,796	
AVERAGE ALL	98,150	

DEANS:
ENGINEERING

RANK	SALARY	
1	175,500	*
2	170,000	*
3	167,200	*
4	158,100	*
5	155,004	*
6	153,327	*
7	149,864	*
8	145,350	
9	145,000	*
10	144,585	*
11	142,500	*
12	142,391	*
13	137,200	*
14	135,000	*
15	135,000	*
16	134,000	*
17	133,108	*
18	131,481	*
19	130,000	*
20	130,000	*
21	127,100	*
22	127,000	*
23	126,856	*
24	126,417	*
25	125,002	*
26	124,000	*
27	122,962	
28	121,800	*
29	121,635	*
30	121,000	*
31	120,500	*
32	120,000	*
33	119,025	*
34	118,440	*
35	117,300	*
36	117,000	*
37	116,850	*
38	116,424	
39	114,415	*
40	113,969	*
41	111,558	*
42	110,434	*
43	110,328	*
44	109,263	*
45	108,733	
46	107,556	*
47	107,302	*
48	105,850	*
49	105,678	*
50	105,600	*
51	105,104	*
52	105,012	*
53	104,500	*
54	104,364	*
55	103,500	*
56	100,167	*
57	99,514	*
58	96,657	*
59	94,248	*
60	93,350	*
61	92,800	*
62	92,640	*
63	92,317	*
64	90,360	*
65	88,555	*
66	84,835	*
67	81,800	*

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TABLE I (CONTINUED)

DEANS:
ENGINEERING

(CONTINUED)

AVERAGE "*"	119,855
AVERAGE ALL	120,065

DEANS:
FINE ARTS

RANK	SALARY
1	123,600 *
2	115,000 *
3	110,052 *
4	110,000 *
5	105,000 *
6	100,979 *
7	100,700 *
8	99,000 *
9	99,000 *
10	98,718 *
11	98,000 *
12	94,320
13	92,500
14	92,095 *
15	91,140 *
16	89,748
17	88,825
18	(86,900)*
19	84,433
20	83,584
21	80,835
22	80,508 *
23	76,498 *
24	75,000 *
25	74,603 *
26	66,187 *
27	62,200 *
28	57,114 *
AVERAGE "*"	91,538
AVERAGE ALL	90,591

DEANS:
FORESTRY

RANK	SALARY
1	117,800 *
2	110,000 *
3	108,200 *
4	92,100 *
5	90,000 *
6	89,435 *
7	87,299 *
8	86,000 *
9	75,100
AVERAGE "*"	97,604
AVERAGE ALL	95,104

DEANS:
GRADUATE

RANK	SALARY
1	144,200 *
2	132,500 *
3	130,000 *
4	125,710 *
5	124,630 *
6	(116,769)*
7	114,024 *
8	109,700 *
9	108,088 *
10	106,053 *
11	104,000 *
12	103,000 *
13	100,385 *
14	100,000 *
15	99,598 *
16	98,643 *
17	(98,462)*
18	98,152 *
19	(97,425)*
20	(96,030)*
21	96,000 *
22	95,000 *
23	95,000
24	94,700 *
25	94,446 *
26	94,121 *
27	92,225 *
28	91,750 *
29	90,684
30	90,000 *
31	90,000 *
32	89,573 *
33	88,589 *
34	88,534 *
35	84,500 *
36	84,364
37	84,000 *
38	82,624 *
39	82,311
40	81,900 *
41	81,321 *
42	81,092 *
43	81,067 *
44	79,700
45	79,368
46	78,717 *
47	77,640 *
48	74,450 *
49	72,465 *
50	71,010 *
51	69,600 *
52	68,850
53	66,144 *
54	65,900
55	41,100 *
AVERAGE "*"	94,467
AVERAGE ALL	92,475

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	116,500 *
2	112,500 *
3	106,500 *
4	100,640 *
5	94,167 *
6	89,690 *
7	86,800
8	83,639
9	81,200 *
10	74,373 *
11	67,944 *
AVERAGE "*"	93,724
AVERAGE ALL	92,178

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* = NASULGC

DEANS:
HOME ECONOMICS

RANK	SALARY
1	120,000 *
2	112,633 *
3	110,000 *
4	109,888 *
5	108,406 *
6	108,100 *
7	106,633 *
8	105,300 *
9	103,306 *
10	100,425 *
11	99,672 *
12	95,616 *
13	93,500 *
14	93,165 *
15	92,135 *
16	90,170 *
17	88,913 *
18	84,000 *
19	82,525 *
20	75,920 *
21	56,012 *
AVERAGE "*"	96,968
AVERAGE ALL	96,968

DEANS:
HUMANITIES

RANK	SALARY
1	110,002 *
2	108,020 *
3	106,000 *
4	101,280 *
5	100,648 *
6	99,666 *
7	99,000 *
8	98,910 *
9	93,300 *
10	83,840 *
11	71,200 *
12	65,381 *
AVERAGE "*"	94,771
AVERAGE ALL	94,771

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	127,500 *
2	112,000 *
3	103,000 *
4	101,300 *
5	100,628 *
6	100,014 *
7	100,000 *
8	97,000 *
9	97,000 *
10	96,900 *
11	96,831 *
12	95,950 *
13	(93,854)*
14	93,800 *
15	92,000 *
16	88,344 *
17	84,500 *
18	82,320 *
19	75,156 *
AVERAGE "*"	96,742
AVERAGE ALL	96,742

DEANS:
LAW

RANK	SALARY
1	208,000 *
2	190,000 *
3	173,700 *
4	171,800 *
5	161,000 *
6	160,008 *
7	151,715 *
8	148,988 *
9	146,000 *
10	145,581 *
11	145,000 *
12	145,000
13	143,187 *
14	139,764
15	138,043 *
16	137,500 *
17	133,640 *
18	130,000 *
19	130,000 *
20	129,030 *
21	129,000
22	129,000 *
23	127,512 *
24	127,296 *
25	127,000 *
26	125,800 *
27	123,676 *
28	123,165 *
29	122,500 *
30	120,000 *
31	118,000 *
32	116,669 *
33	115,200 *
34	114,900 *
35	114,000 *
36	111,300 *
37	110,004 *
38	109,500 *
39	106,528 *
40	103,540
41	98,845 *
42	94,148 *
43	85,000 *
AVERAGE "*"	132,391
AVERAGE ALL	132,106

DEANS:
LIBERAL ARTS

RANK	SALARY
1	122,000 *
2	106,408 *
3	103,220 *
4	102,739 *
5	102,000 *
6	94,600 *
7	92,448
8	92,300 *
9	89,808 *
10	82,329 *
AVERAGE "*"	99,489
AVERAGE ALL	98,785

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* = NASULGC

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TABLE I (CONTINUED)

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	165,700 *
2	110,723 *
3	103,000 *
4	95,000 *
5	94,866 *
6	94,500 *
7	93,946 *
8	(93,854)*
9	92,700 *
10	91,926 *
11	91,500 *
12	91,000 *
13	88,914 *
14	88,416 *
15	82,819 *
16	80,501 *
17	76,559 *
18	73,168
AVERAGE "*"	96,231
AVERAGE ALL	94,950

DEANS:
MATHEMATICS

RANK	SALARY
1	(123,256)*
2	119,657 *
3	114,200 *
4	(112,441)*
AVERAGE "*"	117,389
AVERAGE ALL	117,389

DEANS:
MUSIC

RANK	SALARY
1	132,500 *
2	120,500 *
3	117,384 *
4	110,000 *
5	101,930 *
6	93,500 *
7	88,057 *
8	(86,900)*
9	86,736 *
10	86,700 *
11	79,964 *
AVERAGE "*"	100,379
AVERAGE ALL	100,379

DEANS:
PUBLIC AFFAIRS

RANK	SALARY
1	128,000 *
2	119,000 *
3	117,500 *
4	103,000
5	99,683 *
6	99,600 *
AVERAGE "*"	112,757
AVERAGE ALL	111,131

DEANS:
SCIENCE

RANK	SALARY
1	182,018 *
2	131,346 *
3	126,316
4	126,000 *
5	124,000 *
6	(123,256)*
7	119,475 *
8	117,520
9	114,649 *
10	(112,441)*
11	106,469 *
12	105,794 *
13	105,000 *
14	104,140 *
15	103,394 *
16	103,062 *
17	97,508 *
18	95,844
19	92,940 *
20	89,016 *
21	87,198 *
22	76,200 *
AVERAGE "*"	110,732
AVERAGE ALL	111,072

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	145,008 *
2	125,400 *
3	123,000 *
4	121,000 *
5	119,638 *
6	111,417 *
7	107,870 *
8	107,734 *
9	104,592 *
10	103,443 *
11	102,000 *
12	93,131 *
13	71,964 *
AVERAGE "*"	110,477
AVERAGE ALL	110,477

DEANS:
SOCIAL WORK

RANK	SALARY
1	127,700 *
2	123,600 *
3	120,000 *
4	114,108 *
5	107,000 *
6	100,011 *
7	99,500
8	98,280 *
9	98,200 *
10	91,495 *
11	89,554 *
12	88,389 *
13	87,975 *
14	87,666 *
15	87,436 *
16	86,350 *
17	85,008 *
18	82,500 *

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* = NASULGC

DEANS:
SOCIAL WORK

RANK (CONTINUED)	SALARY
19	81,000 *
20	79,725 *
21	76,460 *
22	70,000 *
23	17,915 *
AVERAGE "*"	90,926
AVERAGE ALL	91,299

DEANS:
UNDERGRADUATE STUDIES

RANK	SALARY
1	111,180 *
2	104,842 *
3	95,200 *
4	92,482 *
5	90,000 *
6	88,042 *
7	84,453 *
8	82,002 *
9	70,476 *
10	69,135 *
11	59,495 *
12	50,417
AVERAGE "*"	86,119
AVERAGE ALL	83,144

DEANS:
UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	99,750 *
2	95,481 *
3	91,623 *
4	87,756 *
5	85,416 *
6	78,736 *
7	73,850 *
8	73,800 *
9	70,155
10	69,062 *
11	50,175 *
12	50,058 *
13	45,000
AVERAGE "*"	77,792
AVERAGE ALL	74,682

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	170,000 *
2	163,200 *
3	153,030 *
4	148,000 *
5	145,000 *
6	144,303 *
7	139,000 *
8	132,308 *
9	132,253
10	122,400 *
11	120,000 *
12	119,095 *
13	118,308 *
14	107,494 *
15	99,725 *
16	94,008 *
AVERAGE "*"	131,725
AVERAGE ALL	131,758

MEDICAL DEANS:
HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

RANK	SALARY
1	146,050 *
2	120,000 *
3	111,240 *
4	111,000
5	110,500 *
6	102,500 *
7	100,061 *
8	96,067 *
9	94,069 *
10	93,000 *
11	90,000 *
12	89,500
13	89,390 *
14	87,880 *
15	85,600
16	78,759
17	67,636 *
18	63,233 *
AVERAGE "*"	97,973
AVERAGE ALL	96,471

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	289,000 *
2	280,890 *
3	262,200 *
4	260,314 *
5	231,750 *
6	222,300 *
7	217,882 *
8	206,403 *
9	203,256 *
10	201,696 *
11	193,000 *
12	189,257 *
13	188,927 *
14	(177,084)*
15	170,252 *
16	163,836 *
17	162,775 *
18	150,468 *
19	143,364 *
20	141,018 *
21	140,004 *
22	133,876 *
23	131,550 *
24	128,000 *
25	124,837 *
26	114,962 *
27	92,500 *
28	80,136 *
AVERAGE "*"	178,626
AVERAGE ALL	178,626

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* = NASULGC

TABLE I (CONTINUED)

MEDICAL DEANS:
NURSING

RANK	SALARY	
1	144,200	*
2	142,123	*
3	118,850	*
4	118,622	*
5	115,638	*
6	115,506	*
7	114,653	*
8	113,600	*
9	113,360	*
10	110,832	*
11	110,208	*
12	110,000	*
13	108,150	*
14	105,700	*
15	105,185	*
16	104,076	*
17	100,776	*
18	99,504	*
19	96,163	*
20	95,798	*
21	95,000	
22	94,000	*
23	93,000	*
24	92,188	*
25	92,088	*
26	91,665	*
27	91,000	
28	90,024	
29	90,000	*
30	90,000	*
31	89,760	*
32	87,769	*
33	87,381	*
34	87,262	*
35	87,100	*
36	84,789	*
37	82,000	*
38	80,000	*
39	79,853	*
40	79,500	*
41	76,585	*

AVERAGE "*" 100,207

AVERAGE ALL 99,608

MEDICAL DEANS:
OPTOMETRY

RANK	SALARY	
1	131;250	*
2	119,637	*
3	111,414	*
4	106,332	*

AVERAGE "*" 117,158

AVERAGE ALL 117,158

MEDICAL DEANS:
PHARMACY

RANK	SALARY	
1	153,200	*
2	137,000	*
3	132,779	*
4	126,000	*
5	124,500	*
6	121,224	*
7	117,420	*
8	117,000	*
9	113,457	*
10	113,302	*
11	113,200	*
12	108,000	*
13	106,469	*
14	106,128	*
15	103,000	*
16	102,465	
17	102,000	*
18	99,359	*
19	99,056	*
20	96,447	*
21	82,648	*
22	80,680	*
23	80,000	*
24	77,200	*
25	76,608	*
26	70,820	*

AVERAGE "*" 106,300

AVERAGE ALL 106,152

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY	
1	157,800	*
2	144,000	*
3	139,802	*
4	137,602	*
5	129,500	*
6	127,543	*
7	92,775	*
8	90,816	*
9	89,088	*

AVERAGE "*" 123,214

AVERAGE ALL 123,214

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY	
1	149,116	*
2	142,140	*
3	134,600	*
4	130,000	*
5	124,000	*
6	121,819	*
7	121,200	*
8	120,700	*
9	120,000	*
10	119,322	*
11	118,500	*
12	118,000	*
13	117,760	*
14	116,300	*
15	111,794	*
16	111,564	*
17	103,500	*
18	97,450	*
19	93,983	*

AVERAGE "*" 119,566

AVERAGE ALL 119,566

* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-FIVE STATE-SUPPORTED UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty universities from this region are as follows:

*Auburn University
*Clemson University
*Florida State University
Georgia Institute of Technology
Georgia State University
*Memphis State University
*Mississippi State University
*North Carolina State University
*University of Alabama
*University of Alabama at Birmingham
*University of Florida
*University of Georgia
*University of Kentucky
*University of Louisville
*University of Mississippi
*University of North Carolina - Chapel Hill
*University of South Carolina
*University of South Florida
*University of Southern Mississippi
*University of Tennessee - Knoxville

* Member of National Association of State Universities and Land-Grant Colleges.

TABLE II (CONTINUED)
ATLANTA REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM OF MULTI-CAMPUSES

RANK	SALARY
1	166,400 *
2	138,213 *
3	102,000 *
AVERAGE "*"	135,538
AVERAGE ALL	135,538

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	197,220 *
2	175,000 *
3	169,000 *
4	165,000 *
5	162,690 *
6	158,100 *
7	151,050 *
8	148,500 *
9	137,320 *
10	136,061 *
11	133,400
12	132,160 *
13	129,842 *
14	120,273 *
15	102,000
16	102,000 *
AVERAGE "*"	148,873
AVERAGE ALL	144,976

ADMINISTRATIVE OFFICERS:
VICE PRES FOR INSTITUTIONAL PLANNING

RANK	SALARY
1	100,470
2	98,275 *
3	(62,634)*
AVERAGE "*"	80,455
AVERAGE ALL	87,126

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	137,190
2	(100,500)*
3	83,172 *
AVERAGE "*"	91,836
AVERAGE ALL	106,954

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	122,500
2	120,750 *
3	(100,500)*
4	100,000 *
5	94,098 *
6	93,096
7	83,500 *
8	72,500 *
AVERAGE "*"	95,225
AVERAGE ALL	98,368

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	105,322
2	91,700 *
3	90,000 *
4	86,500 *
5	84,200 *
6	80,325 *
7	80,000 *
8	79,898 *
9	74,300 *
10	72,100 *
11	66,200 *
12	62,938 *
13	55,558 *
14	54,681 *
15	51,168
16	49,317 *

RANK SALARY (CONTINUED)

AVERAGE "*"	73,408
AVERAGE ALL	74,013

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR HEALTH

RANK	SALARY
1	318,270 *
2	230,000 *
3	211,397 *
4	(177,084)*
5	171,500 *
6	137,000 *
AVERAGE "*"	207,542
AVERAGE ALL	207,542

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR INFORMATION MANAGEMENT

RANK	SALARY
1	132,900 *
2	112,257 *
3	111,300
4	91,700 *
5	89,030 *
AVERAGE "*"	106,472
AVERAGE ALL	107,437

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	99,000 *
2	97,872 *
3	91,749 *
4	86,700 *
5	81,945
6	80,850 *
7	79,695
8	78,216 *
9	75,000 *

* = NASULGC

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ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK (CONTINUED)	SALARY
10	71,500 *
11	70,392 *
12	69,440 *
13	67,785 *
14	58,632
AVERAGE "*"	80,773
AVERAGE ALL	79,198

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	95,100 *
2	76,800 *
3	74,778 *
4	74,300 *
5	72,056 *
6	72,000 *
7	70,403
8	70,298 *
9	62,500 *
10	60,700
11	58,115 *
12	57,863 *
13	55,500 *
14	55,000 *
15	54,060 *
16	52,300 *
17	44,189 *
AVERAGE "*"	64,991
AVERAGE ALL	65,057

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	81,000 *
2	72,100 *
3	71,400 *
4	71,070 *
5	67,000 *
6	63,999 *
7	(62,634)*
8	62,400 *
9	60,900
10	59,885 *
11	58,600
12	58,456 *
13	55,962 *
14	52,500 *
15	49,085 *
16	45,364 *
17	44,916
18	44,822 *
AVERAGE "*"	61,178
AVERAGE ALL	60,116

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	103,200 *
2	99,085 *
3	94,000 *
4	92,700 *
5	89,709 *
6	87,500 *
7	86,495 *
8	82,793 *
9	81,000
10	80,933 *
11	80,000 *
12	72,000 *
13	70,560 *
14	62,004
15	53,700
16	51,194 *
AVERAGE "*"	83,859
AVERAGE ALL	80,430

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	179,050 *
2	159,650 *
3	(147,119)*
4	136,600 *
5	131,301 *
6	130,200 *
7	130,000 *
8	(127,500)*
9	114,923 *
10	100,980
11	94,500 *
AVERAGE "*"	135,084
AVERAGE ALL	131,984

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(147,119)*
2	140,250 *
3	136,100 *
4	132,500 *
5	128,724
6	(127,500)*
7	127,000 *
8	125,460 *
9	122,720 *
10	120,000 *
11	99,999 *
AVERAGE "*"	127,865
AVERAGE ALL	127,943

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	105,000 *
2	104,000
3	103,000 *
4	98,624 *
5	98,000 *
6	95,900 *
7	93,000
8	91,800 *
9	90,000 *
10	87,193 *

* = NASULGC

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TABLE II (CONTINUED)
ATLANTA REGION

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK (CONTINUED)	SALARY
11	87,050 *
12	85,000 *
13	84,048
14	83,382 *
15	79,686 *
16	75,000 *
17	75,000 *
18	72,200 *
19	70,713 *
AVERAGE "*"	87,347
AVERAGE ALL	88,347

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	124,500 *
2	122,890 *
3	120,141 *
4	120,000 *
5	117,500 *
6	114,756 *
7	114,350 *
8	106,896 *
9	102,500
10	102,000 *
11	102,000 *
12	97,000
13	94,006 *
14	93,096
15	91,500 *
16	90,000 *
17	83,629 *
AVERAGE "*"	107,441
AVERAGE ALL	105,692

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	105,000 *
2	97,300 *
3	(90,700)*
4	81,100 *
5	79,950 *
6	73,134
7	71,400 *
8	70,452
9	70,000 *
10	67,498 *
11	65,964 *
12	65,696 *
13	65,505 *
14	65,000 *
15	64,645 *
16	62,000 *
17	61,183 *
AVERAGE "*"	74,196
AVERAGE ALL	73,913

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	(105,000)*
2	(90,700)*
3	61,456 *
4	60,000 *
5	54,832
6	54,400 *
7	54,022 *
8	49,308 *
9	48,294 *
10	47,969 *
11	41,148
AVERAGE "*"	63,461
AVERAGE ALL	60,648

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(105,000)*
2	(70,205)*
3	61,000
4	59,016
5	50,500 *
AVERAGE "*"	75,235
AVERAGE ALL	69,144

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	79,380 *
2	(70,205)*
3	66,504
4	64,690 *
5	59,823 *
6	58,195 *
7	57,000 *
8	55,500 *
9	54,690 *
10	53,735 *
11	52,110 *
12	52,033 *
13	52,010 *
14	51,489 *
15	51,028 *
16	47,040
17	46,800
18	45,440 *
AVERAGE "*"	57,155
AVERAGE ALL	56,537

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	81,542
2	74,950 *
3	71,622 *
4	66,016 *

* = NASULGC

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BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK (CONTINUED)	SALARY
5	65,200 *
6	61,456 *
7	56,527 *
8	56,200 *
9	55,871 *
10	55,800 *
11	53,560 *
12	52,736
13	51,000 *
14	50,393 *
15	48,837 *
16	34,320
AVERAGE "*"	59,033
AVERAGE ALL	58,502

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	94,080 *
2	84,500 *
3	77,064
4	74,000 *
5	69,000 *
6	67,785 *
7	64,504 *
8	57,509 *
9	53,995 *
10	53,232 *
11	51,000 *
12	49,980 *
13	49,000 *
14	46,260
15	45,000
AVERAGE "*"	64,049
AVERAGE ALL	62,461

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	60,000 *
2	58,240
3	56,800 *
4	55,957 *
5	53,050 *
6	52,928 *
7	51,700 *
8	44,942 *
9	44,844 *
10	42,326 *
11	42,000
12	41,184
13	41,166 *
14	31,050 *
15	28,993 *
AVERAGE "*"	46,980
AVERAGE ALL	47,012

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	97,760
2	94,300 *
3	91,464 *
4	84,850 *
5	82,028 *
6	77,000 *
7	74,000 *
8	73,706 *
9	71,400 *
10	68,297 *
11	66,300 *
12	65,769 *
13	65,000 *
14	59,983 *
15	58,665 *
16	58,590 *
17	56,000
18	55,008
AVERAGE "*"	72,757
AVERAGE ALL	72,229

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	104,660 *
2	101,500
3	100,899 *
4	100,760 *
5	99,086 *
6	98,025 *
7	97,000
8	95,600 *
9	95,250 *
10	94,098 *
11	93,012
12	92,000 *
13	91,800 *
14	91,630 *
15	90,000 *
16	85,475 *
17	84,154 *
18	83,500 *
19	82,000 *
AVERAGE "*"	93,059
AVERAGE ALL	93,708

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	87,200
2	83,075 *
3	77,868 *
4	71,500 *
5	70,000 *
6	66,096 *
7	64,907 *
8	61,678 *
9	53,098 *
10	44,299 *
AVERAGE "*"	65,836
AVERAGE ALL	67,972

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	125,460
2	96,881 *
3	81,340 *
4	68,000 *
5	53,840 *
6	51,412 *
7	43,350 *
8	43,264
9	42,070 *
10	37,500 *
11	35,200 *

AVERAGE "*" 56,621

AVERAGE ALL 61,665

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	87,006 *
2	80,017 *
3	73,000
4	(72,500)*
5	70,000 *
6	63,900 *
7	61,200
8	58,744 *
9	57,952 *
10	55,024 *
11	55,000 *
12	54,500 *
13	53,869 *
14	51,534 *
15	49,007 *
16	47,611 *
17	44,856 *
18	39,431 *
19	36,960 *
20	32,028

AVERAGE "*" 57,524

AVERAGE ALL 57,207

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	88,374 *
2	76,740
3	76,296 *
4	73,958
5	(72,500)*
6	68,000 *
7	66,310 *
8	65,469 *
9	61,700 *
10	61,000 *
11	56,200 *
12	53,647 *
13	51,929 *
14	49,900 *
15	48,000 *
16	46,512 *
17	46,224
18	45,148 *
19	43,500 *
20	37,569 *

AVERAGE "*" 58,356

AVERAGE ALL 59,449

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	74,624
2	65,820 *
3	65,675 *
4	64,500 *
5	60,000 *
6	56,517 *
7	55,636 *
8	55,500 *
9	55,100 *
10	53,469 *
11	52,500 *
12	51,508
13	51,500 *
14	50,076
15	49,448 *
16	48,797 *
17	47,400 *
18	47,000 *
19	45,141 *
20	44,132 *

AVERAGE "*" 54,008

AVERAGE ALL 54,717

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	70,000 *
2	67,372 *
3	66,614 *
4	62,452
5	61,851 *
6	61,560 *
7	60,000 *
8	57,050 *
9	56,100 *
10	55,070 *
11	54,064 *
12	53,040 *
13	53,039 *
14	47,824 *
15	46,622 *
16	44,508
17	43,890 *
18	36,960 *

AVERAGE "*" 55,691

AVERAGE ALL 55,445

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	141,138 *
2	110,699 *
3	107,590 *
4	104,485 *
5	104,358
6	91,630 *
7	86,717 *
8	86,655 *
9	85,901 *
10	85,869 *

* = NASULGC

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STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK (CONTINUED)	SALARY
11	84,529 *
12	78,843 *
13	78,740 *
14	72,000
15	60,582 *
16	58,710 *
17	52,100 *
18	42,432 *
19	41,982
AVERAGE "*"	84,789
AVERAGE ALL	82,893

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	90,000
2	66,732 *
3	65,000 *
4	59,687 *
5	56,650 *
6	56,624 *
7	55,397 *
8	55,000 *
9	54,142 *
10	50,000
11	45,296 *
12	44,078 *
13	42,420 *
14	40,000 *
15	37,128
16	34,836 *
17	34,067 *
18	33,990 *
19	29,833 *
AVERAGE "*"	48,360
AVERAGE ALL	50,046

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	94,638
2	91,000 *
3	88,200 *
4	69,000
AVERAGE "*"	89,600
AVERAGE ALL	85,710

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	108,068 *
2	80,000 *
3	74,023 *
4	70,440 *
5	69,666
6	68,789
7	67,800 *
8	67,439 *
9	67,320 *
10	63,306 *
11	62,377 *
12	41,785 *
13	41,556
AVERAGE "*"	70,256
AVERAGE ALL	67,890

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	87,955 *
2	87,138
3	85,000 *
4	82,650 *
5	77,520 *
6	76,000 *
7	75,602 *
8	74,835 *
9	74,157 *
10	73,800 *
11	71,137 *
12	67,521 *
13	63,350 *
14	63,317 *
15	63,009 *
16	61,685 *
17	61,008
18	60,000
19	59,000 *
AVERAGE "*"	72,284
AVERAGE ALL	71,825

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	81,133 *
2	72,765 *
3	71,550 *
4	68,800
5	65,600
6	64,730 *
7	63,866 *
8	61,000 *
9	58,643 *
10	56,609 *
11	53,458 *
12	52,000 *
13	49,890 *
14	49,754 *
15	48,923 *
16	48,915 *
17	43,200
18	42,421 *
19	36,487 *
20	36,254 *
AVERAGE "*"	55,788
AVERAGE ALL	56,300

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	127,070 *
2	121,885 *

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK (CONTINUED)	SALARY
3	108,150 *
4	108,048 *
5	108,000 *
6	103,711 *
7	94,500 *
8	92,558 *
9	84,500

AVERAGE "*" 107,990

AVERAGE ALL 105,380

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	104,050
2	92,700 *
3	60,000 *

AVERAGE "*" 76,350

AVERAGE ALL 85,583

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	110,000 *
2	(93,879)*
3	76,500 *
4	75,000 *
5	71,289 *
6	63,485 *
7	62,768 *
8	62,649 *
9	61,234 *
10	58,328 *
11	58,064
12	52,382
13	51,540

RANK (CONTINUED)	SALARY

AVERAGE "*" 73,513

AVERAGE ALL 69,009

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	97,850 *
2	(93,879)*
3	91,927 *
4	84,240 *
5	72,500 *
6	70,298
7	62,976 *
8	55,000 *

AVERAGE "*" 79,767

AVERAGE ALL 78,584

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	127,400 *
2	120,000 *
3	117,000 *
4	111,690 *
5	104,650 *
6	82,370 *
7	80,000

AVERAGE "*" 110,518

AVERAGE ALL 106,159

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	108,000 *
2	96,900 *
3	(95,500)*
4	92,000 *
5	92,000 *
6	89,100 *
7	87,125
8	82,061 *
9	72,144
10	68,947 *
11	66,520 *
12	64,923 *
13	63,265 *
14	59,160 *
15	50,000 *

AVERAGE "*" 79,106

AVERAGE ALL 79,176

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	110,950 *
2	102,900 *
3	100,552
4	(95,500)*
5	75,000 *
6	66,984 *
7	65,864 *
8	64,086 *
9	63,637 *
10	62,800 *
11	62,095 *
12	60,600 *
13	57,384
14	56,777 *
15	50,000
16	47,808 *
17	45,038 *
18	39,641 *

AVERAGE "*" 67,979

AVERAGE ALL 68,201

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	108,829 *
2	101,200 *
3	62,095 *

* = NASULGC

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PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK (CONTINUED)	SALARY
4	59,500
AVERAGE "x"	90,708
AVERAGE ALL	82,906

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	131,820 *
2	129,550
3	124,800 *
4	119,600 *
5	110,469 *
6	108,567 *
7	108,200 *
8	103,000
9	99,246 *
10	93,096
11	90,000 *
12	71,280 *
AVERAGE "x"	107,109
AVERAGE ALL	107,469

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	160,000 *
2	(116,769)*
3	92,390 *
4	90,000 *
AVERAGE "x"	114,790
AVERAGE ALL	114,790

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	112,800
2	107,302 *
3	96,199 *
4	87,550 *
5	86,756 *
6	76,884 *
7	75,750
8	72,000 *
9	71,972
10	71,770 *
11	70,839 *
12	66,780 *
13	65,000 *
14	54,352 *
15	53,597 *
16	48,294 *
AVERAGE "x"	73,640
AVERAGE ALL	76,115

DEANS:
AGRICULTURE

RANK	SALARY
1	128,521 *
2	118,700 *
3	117,239 *
4	115,000 *
5	101,906 *
6	101,700 *
7	93,200 *
8	85,000 *
AVERAGE "x"	107,658
AVERAGE ALL	107,658

DEANS:
ARCHITECTURE

RANK	SALARY
1	133,000
2	115,000 *
3	105,000 *
4	100,900 *
5	95,300 *
6	87,485 *
7	85,000 *
8	84,125 *
AVERAGE "x"	96,116
AVERAGE ALL	100,726

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	153,250 *
2	127,000 *
3	125,000 *
4	115,770 *
5	115,312 *
6	107,700 *
7	105,800
8	96,900 *
9	93,120 *
10	90,000 *
AVERAGE "x"	113,784
AVERAGE ALL	112,985

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	161,236 *
2	161,000 *
3	154,000
4	144,200 *
5	141,000 *
6	137,700
7	133,700 *
8	129,000 *
9	120,586 *
10	120,000 *
11	116,817 *
12	115,375 *
13	113,000 *
14	109,500 *
15	105,000 *
16	105,000 *

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

DEANS:
BUSINESS MANAGEMENT

RANK (CONTINUED)	SALARY
17	105,000 *
18	98,402 *
19	98,280 *
20	95,844
AVERAGE "*"	122,182
AVERAGE ALL	123,232

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	126,690
2	95,000 *
3	84,864 *
4	84,195 *
5	82,000
6	76,000 *
7	74,783 *
8	74,604 *
9	71,737 *
10	67,818 *
AVERAGE "*"	78,625
AVERAGE ALL	83,769

DEANS:
EDUCATION

RANK	SALARY
1	114,551 *
2	110,000 *
3	106,000 *
4	105,427 *
5	103,000 *
6	102,410 *
7	102,000 *
8	101,500 *
9	101,454 *
10	98,800
11	97,610 *
12	96,720 *
13	96,390 *
14	93,500 *
15	91,572
16	87,100 *
17	84,500 *
18	84,000 *
19	76,083 *
AVERAGE "*"	97,779
AVERAGE ALL	97,506

DEANS:
ENGINEERING

RANK	SALARY
1	175,500 *
2	145,350
3	135,000 *
4	125,002 *
5	124,000 *
6	121,800 *
7	121,635 *
8	121,000 *
9	120,000 *
10	117,300 *
11	116,850 *
12	113,969 *
13	107,302 *
14	105,104 *
15	93,350 *
16	88,555 *
AVERAGE "*"	119,091
AVERAGE ALL	120,732

DEANS:
FINE ARTS

RANK	SALARY
1	110,000 *
2	98,718 *
3	92,095 *
4	91,140 *
5	89,748
6	76,498 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	93,690
AVERAGE ALL	93,033

DEANS:
FORESTRY

RANK	SALARY
1	117,800 *
2	110,000 *
3	92,100 *
4	90,000 *
5	86,000 *
AVERAGE "*"	99,180
AVERAGE ALL	99,180

DEANS:
GRADUATE

RANK	SALARY
1	(116,769)*
2	109,700 *
3	108,088 *
4	106,053 *
5	104,000 *
6	103,000 *
7	95,000 *
8	95,000
9	94,700 *
10	89,573 *
11	84,500 *
12	84,000 *
13	81,321 *
14	79,368
15	74,450 *
AVERAGE "*"	96,243
AVERAGE ALL	95,035

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* = NASULGC

DEANS:
HOME ECONOMICS

RANK	SALARY
1	108,100 *
2	100,425 *
3	93,500 *
4	93,165 *
5	84,000 *
AVERAGE "*"	95,838
AVERAGE ALL	95,838

DEANS:
HUMANITIES

RANK	SALARY
1	106,000 *
2	99,666 *
3	98,910 *
AVERAGE "*"	101,525
AVERAGE ALL	101,525

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	112,000 *
2	100,014 *
3	97,000 *
4	96,900 *
5	(93,854)*
6	93,800 *
7	84,500 *
AVERAGE "*"	96,867
AVERAGE ALL	96,867

DEANS:
LAW

RANK	SALARY
1	148,988 *
2	146,000 *
3	145,000 *
4	129,030 *
5	129,000
6	129,000 *
7	125,800 *
8	122,500 *
9	118,000 *
10	114,000 *
11	106,528 *
AVERAGE "*"	128,485
AVERAGE ALL	128,531

DEANS:
LIBERAL ARTS

RANK	SALARY
1	102,739 *
2	94,600 *
3	92,448
4	92,300 *
5	82,329 *
AVERAGE "*"	92,992
AVERAGE ALL	92,883

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	110,723 *
2	94,866 *
3	(93,854)*
4	92,700 *
5	82,819 *
6	80,501 *
AVERAGE "*"	92,577
AVERAGE ALL	92,577

DEANS:
SCIENCE

RANK	SALARY
1	117,520
2	(112,441)*
3	104,140 *
4	103,062 *
5	95,844
AVERAGE "*"	106,548
AVERAGE ALL	106,601

DEANS:
SOCIAL WORK

RANK	SALARY
1	123,600 *
2	98,200 *
3	91,495 *
4	89,554 *
5	88,389 *
6	87,436 *
7	82,500 *
AVERAGE "*"	94,453
AVERAGE ALL	94,453

DEANS:
UNDERGRADUATE
STUDIES

RANK	SALARY
1	111,180 *
2	95,200 *
3	92,482 *
4	88,042 *
5	84,453 *
6	82,002 *
AVERAGE "*"	92,227
AVERAGE ALL	92,227

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	148,000 *
2	144,303 *
3	132,308 *
4	122,400 *

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

MEDICAL DEANS:
DENTISTRY

RANK (CONTINUED)	SALARY
5	107,494 *
AVERAGE "*"	130,901
AVERAGE ALL	130,901

MEDICAL DEANS:
HEALTH SCI/HEALTH PROFESSIONS/ALLIED HEALTH

RANK	SALARY
1	146,050 *
2	111,240 *
3	111,000
4	100,061 *
5	94,069 *
AVERAGE "*"	112,855
AVERAGE ALL	112,484

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	231,750 *
2	203,256 *
3	201,696 *
4	188,927 *
5	(177,084)*
6	143,364 *
7	92,500 *
AVERAGE "*"	176,940
AVERAGE ALL	176,940

MEDICAL DEANS:
NURSING

RANK	SALARY
1	142,123 *
2	118,850 *
3	115,506 *
4	108,150 *
5	105,185 *
6	100,776 *
7	90,000 *
8	89,760 *
9	87,381 *
10	87,100 *
11	84,789 *
12	82,000 *
13	80,000 *
AVERAGE "*"	99,355
AVERAGE ALL	99,355

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	132,779 *
2	126,000 *
3	117,420 *
4	113,200 *
5	96,447 *
6	82,648 *
AVERAGE "*"	111,416
AVERAGE ALL	111,416

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	144,000 *
2	139,802 *
3	137,602 *
4	92,775 *
AVERAGE "*"	128,545
AVERAGE ALL	128,545

MEDICAL DEANS:
VETERINARY MEDICINE

RANK	SALARY
1	142,140 *
2	120,700 *
3	118,500 *
4	111,794 *
5	97,450 *
6	93,983 *
AVERAGE "*"	114,095
AVERAGE ALL	114,095

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-FIVE STATE-SUPPORTED UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The seventeen participating universities from this region are as follows:

BALL STATE UNIVERSITY
*INDIANA UNIVERSITY-BLOOMINGTON
*MIAMI UNIVERSITY
*MICHIGAN STATE UNIVERSITY
NORTHERN ILLINOIS UNIVERSITY
*OHIO STATE UNIVERSITY
*SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE
THE UNIVERSITY OF AKRON
*UNIVERSITY OF CINCINNATI
*UNIVERSITY OF ILLINOIS AT CHICAGO
*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
*UNIVERSITY OF MICHIGAN
*UNIVERSITY OF MINNESOTA-TWIN CITIES
*UNIVESITY OF TOLEDO
*UNIVERSITY OF WISCONSIN-MILWAUKEE
*UNIVERSITY OF WISCONSIN-MADISON
WESTERN MICHIGAN UNIVERSITY

* Member of National Association of State Universities and Land-Grant Colleges.

TABLE II (CONTINUED)
CHICAGO REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM OF MULTI-CAMPUSES

RANK	SALARY
1	214,564 *
2	160,476 *
3	152,300 *
4	142,000 *
5	128,760 *
AVERAGE "*"	159,620
AVERAGE ALL	159,620

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	206,070 *
2	180,000 *
3	165,500 *
4	155,000 *
5	151,960 *
6	150,000 *
7	145,193
8	138,600
9	135,000
10	121,050 *
11	118,725 *
12	116,604
13	115,584 *
AVERAGE "*"	151,543
AVERAGE ALL	146,099

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	103,100 *
2	95,000
3	86,300 *
AVERAGE "*"	94,700
AVERAGE ALL	94,800

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	113,000
2	87,600 *
3	87,072
4	86,000 *
5	84,400 *
6	83,455
7	80,160 *
8	64,640 *
9	57,690 *
10	52,151 *
AVERAGE "*"	73,234
AVERAGE ALL	79,617

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR INFORMATION MANAGEMENT

RANK	SALARY
1	163,000 *
2	102,300 *
3	91,188
AVERAGE "*"	132,650
AVERAGE ALL	118,829

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	117,250 *
2	100,110 *
3	93,000 *
4	91,057 *
5	84,672 *
6	82,068 *
7	80,000
8	79,000 *
9	77,500 *
10	69,998 *
11	62,280
12	59,245

RANK SALARY (CONTINUED)

AVERAGE "*"	88,295
AVERAGE ALL	83,015

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	91,700 *
2	85,410 *
3	85,000 *
4	81,478 *
5	71,000 *
6	70,400 *
7	69,010 *
8	69,000 *
9	67,920
10	64,460
11	61,700
12	60,965 *
13	58,686 *
14	47,802
15	45,048 *
AVERAGE "*"	71,609
AVERAGE ALL	68,639

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	80,300 *
2	69,396
3	67,219 *
4	66,194 *
5	64,500 *
6	63,360 *
7	62,236 *
8	61,750 *
9	60,363 *
10	56,800
11	48,979
12	48,750

* = NASULGC

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

(CONTINUED)

AVERAGE "*"	65,740
AVERAGE ALL	62,487

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	118,782 *
2	102,000 *
3	100,246 *
4	94,940 *
5	94,940 *
6	91,133 *
7	91,056
8	72,807
9	72,636 *
10	70,100 *
11	62,900 *
12	51,735
AVERAGE "*"	89,742
AVERAGE ALL	85,273

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	192,042 *
2	161,004 *
3	136,350 *
4	135,000 *
5	119,500 *
6	117,240 *
7	(115,000)
8	106,731 *
9	102,483 *
10	99,159 *
11	94,884
AVERAGE "*"	129,945
AVERAGE ALL	125,399

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	130,000 *
2	125,000 *
3	(115,000)
4	107,041
5	89,077
AVERAGE "*"	127,500
AVERAGE ALL	113,224

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	134,000 *
2	115,500 *
3	113,150 *
4	110,500 *
5	107,535 *
6	105,828 *
7	104,000 *
8	93,946 *
9	93,720 *
10	91,800 *
11	91,688 *
12	90,000 *
13	88,000
14	87,045 *
15	82,978
16	82,313
17	75,240
AVERAGE "*"	102,978
AVERAGE ALL	98,073

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	186,056 *
2	130,008 *
3	119,300 *
4	118,100 *
5	115,000 *
6	103,832
7	96,000
8	94,944 *
9	91,075 *
10	74,900 *
AVERAGE "*"	116,173
AVERAGE ALL	112,922

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	136,400 *
2	99,672 *
3	95,050 *
4	94,440 *
5	83,731 *
6	76,362
7	75,200 *
8	72,400
9	71,399 *
10	66,898 *
11	57,816
12	54,431 *
13	53,014 *
AVERAGE "*"	83,024
AVERAGE ALL	79,755

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	99,744 *
2	85,725 *
3	65,000 *
4	63,888 *
5	61,671 *
6	54,000 *
7	53,758 *
8	47,901
9	44,364 *
10	43,297

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

(CONTINUED)

AVERAGE "*" 66,019

AVERAGE ALL 61,935

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	80,360 *
2	73,533
3	67,500 *
4	40,904

AVERAGE "*" 73,930

AVERAGE ALL 65,574

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	81,254 *
2	76,382 *
3	66,060 *
4	66,060 *
5	65,975 *
6	61,250
7	60,952
8	59,500 *
9	52,338 *
10	52,284
11	52,284 *
12	46,872 *

AVERAGE "*" 62,969

AVERAGE ALL 61,768

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	83,000 *
2	80,500 *
3	62,300 *
4	60,624 *
5	60,288 *
6	59,100 *
7	56,294 *
8	55,548 *
9	54,811 *
10	54,253
11	48,033
12	44,525 *
13	43,440
14	43,297
15	41,600 *

AVERAGE "*" 59,872

AVERAGE ALL 56,508

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	125,000 *
2	92,500 *
3	89,000 *
4	75,850
5	74,436 *
6	70,684
7	65,252 *
8	64,092
9	56,315
10	54,060 *
11	53,500 *
12	48,912 *
13	45,558 *

AVERAGE "*" 72,024

AVERAGE ALL 70,397

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	74,530 *
2	65,975 *
3	57,024 *
4	53,703
5	48,978 *
6	44,596 *
7	43,764
8	42,927
9	42,230 *
10	37,500 *
11	36,483
12	35,452 *

AVERAGE "*" 50,786

AVERAGE ALL 48,597

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	150,000 *
2	115,000 *
3	110,500 *
4	99,000 *
5	82,591 *
6	80,600 *
7	80,360 *
8	76,819 *
9	76,772
10	66,500 *
11	61,488 *
12	61,000 *
13	60,355 *
14	57,780
15	41,500

AVERAGE "*" 87,018

AVERAGE ALL 81,351

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	134,400 *
2	120,000 *
3	111,100 *
4	104,235 *
5	102,310 *
6	99,800 *
7	98,000
8	94,500 *

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* = NASULGC

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK (CONTINUED)	SALARY
9	91,440 *
10	89,964
11	85,188
12	81,775 *
13	81,334
14	78,666 *
AVERAGE "*"	101,823
AVERAGE ALL	98,051

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	101,184 *
2	86,688 *
3	78,330 *
4	75,000 *
5	74,623
6	74,400 *
7	72,625 *
8	71,974 *
9	68,796 *
10	68,500 *
11	56,210
12	55,248
AVERAGE "*"	77,500
AVERAGE ALL	73,632

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	95,800 *
2	75,520 *
3	75,192 *
4	70,100
5	55,806 *
6	53,893 *
7	50,000 *
8	49,480 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	65,099
AVERAGE ALL	65,724

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	110,000 *
2	88,900 *
3	85,165 *
4	85,000 *
5	(82,404)*
6	80,800 *
7	78,000 *
8	77,343 *
9	74,496
10	63,180 *
11	61,244 *
12	58,744
13	44,020
AVERAGE "*"	81,204
AVERAGE ALL	76,100

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	92,700 *
2	90,500 *
3	78,358 *
4	75,400 *
5	74,000 *
6	73,600 *
7	69,564
8	68,500 *
9	66,000 *
10	64,392 *
11	61,200 *
12	60,870 *
13	56,225
14	55,097
15	47,100 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	71,052
AVERAGE ALL	68,900

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	85,575 *
2	(82,404)*
3	78,257 *
4	77,500 *
5	72,100 *
6	71,120 *
7	65,900 *
8	64,010
9	62,400 *
10	62,235
11	60,984 *
12	59,450 *
13	59,088
14	58,169 *
15	57,348
16	56,905 *
17	53,040 *
AVERAGE "*"	67,985
AVERAGE ALL	66,264

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	107,604 *
2	101,800 *
3	88,056 *
4	81,500 *
5	78,440 *
6	76,050 *
7	75,900 *
8	71,784 *
9	67,000 *
10	65,964
11	63,263
12	59,347
13	58,000 *

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK (CONTINUED)	SALARY
14	52,000 *
15	46,920 *
16	41,400 *
AVERAGE "*"	72,804
AVERAGE ALL	70,939

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	176,750 *
2	137,328 *
3	120,116 *
4	116,725 *
5	114,756 *
6	103,520 *
7	96,106
8	92,697 *
9	86,664
10	86,054 *
11	85,500 *
12	83,180 *
13	75,689
14	75,200 *
15	74,947
16	71,352 *
AVERAGE "*"	105,265
AVERAGE ALL	99,787

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	70,008 *
2	69,132
3	68,275 *
4	60,600 *
5	58,400 *
6	55,788 *
7	55,420 *
8	54,826
9	54,303 *
10	54,000 *
11	52,978 *
12	52,520 *
13	36,107
14	34,082
AVERAGE "*"	58,229
AVERAGE ALL	55,460

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

RANK	SALARY
1	102,789 *
2	82,475 *
3	67,000 *
4	63,342 *
AVERAGE "*"	78,902
AVERAGE ALL	78,902

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	111,300 *
2	89,869 *
3	81,816 *
4	76,772
5	64,754 *
6	58,834
7	53,078 *
AVERAGE "*"	80,163
AVERAGE ALL	76,632

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	115,000 *
2	105,000 *
3	100,100 *
4	100,000 *
5	92,607 *
6	85,193 *
7	81,000 *
8	77,597 *
9	75,000 *
10	74,463 *
11	72,248 *
12	71,000 *
13	70,452
14	66,400
15	39,360 *
AVERAGE "*"	83,736
AVERAGE ALL	81,695

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	84,880 *
2	77,700 *
3	75,600 *
4	71,395 *
5	68,833 *
6	64,933
7	63,000 *
8	59,352
9	59,350 *
10	57,794
11	57,500 *
12	57,415
13	56,004 *
14	46,500 *
AVERAGE "*"	66,076
AVERAGE ALL	64,304

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	108,077 *
2	101,830 *
3	88,150
4	86,736
5	85,519

* = NASULGC

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

(CONTINUED)

AVERAGE "x" 104,954

AVERAGE ALL 94,062

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	111,900 *
2	95,000 *
3	80,500 *
4	76,053 *
5	74,425 *

AVERAGE "x" 87,576

AVERAGE ALL 87,576

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	128,985 *
2	90,000 *
3	80,750 *
4	69,136 *
5	65,998 *
6	60,975 *
7	55,824
8	55,339
9	53,000
10	47,853 *

AVERAGE "x" 77,671

AVERAGE ALL 70,786

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	102,588 *
2	82,740
3	82,226
4	68,500 *
5	66,194 *
6	57,226 *
7	45,013 *

AVERAGE "x" 67,904

AVERAGE ALL 72,070

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	161,914 *
2	130,008 *
3	111,300 *
4	96,354 *

AVERAGE "x" 124,894

AVERAGE ALL 124,894

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	90,854 *
2	72,500
3	70,750 *
4	68,095
5	55,500 *

AVERAGE "x" 72,368

AVERAGE ALL 71,540

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	120,000 *
2	98,600 *
3	77,255 *
4	67,470
5	59,124 *
6	53,061 *
7	52,000
8	51,900 *
9	43,200 *
10	42,594
11	40,116
12	38,644 *

AVERAGE "x" 67,723

AVERAGE ALL 61,997

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	122,000 *
2	105,468 *
3	104,535 *
4	71,797 *
5	67,014 *

AVERAGE "x" 94,163

AVERAGE ALL 94,163

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	180,000 *
2	150,000 *
3	86,750 *

AVERAGE "x" 138,917

AVERAGE ALL 138,917

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	142,000 *
2	119,600 *
3	118,688 *
4	(112,000)*
5	107,100 *
6	(97,425)*

* = NASULGC

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TABLE II (CONTINUED)
CHICAGO REGION

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

(CONTINUED)

AVERAGE "*" 116,136

AVERAGE ALL 116,136

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	120,643 *
2	103,696 *
3	77,000 *
4	75,770 *
5	74,850 *
6	70,200
7	66,410 *
8	58,644
9	53,397
10	48,028 *

AVERAGE "*" 80,914

AVERAGE ALL 74,864

DEANS:
AGRICULTURE

RANK	SALARY
1	142,625 *
2	140,000 *
3	128,508 *
4	122,250 *
5	122,103 *
6	90,000 *

AVERAGE "*" 124,248

AVERAGE ALL 124,248

DEANS:
ARCHITECTURE

RANK	SALARY
1	115,000 *
2	113,700 *
3	112,379 *
4	111,996 *
5	105,000 *
6	96,800 *
7	89,933

AVERAGE "*" 109,146

AVERAGE ALL 106,401

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	166,000 *
2	163,700 *
3	133,825 *
4	128,000 *
5	125,000 *
6	120,103 *
7	110,000
8	104,916
9	104,064 *
10	103,600 *
11	101,000 *
12	97,333
13	92,250

AVERAGE "*" 127,255

AVERAGE ALL 119,215

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	199,950 *
2	165,000 *
3	163,700 *
4	159,803 *
5	151,500 *
6	150,000 *
7	131,300 *
8	118,188 *
9	117,420 *
10	116,750 *
11	111,784
12	105,000 *
13	104,845 *
14	100,344 *
15	100,000
16	99,595
17	84,624

AVERAGE "*" 137,215

AVERAGE ALL 128,224

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	108,800 *
2	102,000 *
3	98,387 *
4	92,000 *
5	89,600 *
6	88,100 *
7	87,336 *
8	77,789
9	61,703 *
10	60,000

AVERAGE "*" 90,991

AVERAGE ALL 86,572

DEANS:
EDUCATION

RANK	SALARY
1	128,000 *
2	123,200 *
3	122,306 *
4	120,000 *
5	110,100 *
6	110,004 *
7	107,661 *
8	105,200 *
9	97,916 *
10	96,497 *
11	94,000 *
12	93,899
13	93,348
14	89,688 *
15	86,733
16	80,375 *

* = NASULGC

DEANS:
EDUCATION

RANK (CONTINUED)	SALARY
17	80,000
AVERAGE "x"	106,534
AVERAGE ALL	102,290

DEANS:
ENGINEERING

RANK	SALARY
1	167,200 *
2	158,100 *
3	155,004 *
4	153,327 *
5	145,000 *
6	144,585 *
7	137,200 *
8	130,000 *
9	122,962
10	119,025 *
11	116,424
12	108,733
13	107,556 *
14	100,167 *
AVERAGE "x"	137,924
AVERAGE ALL	133,235

DEANS:
FINE ARTS

RANK	SALARY
1	115,000 *
2	110,052 *
3	99,000 *
4	94,320
5	88,825
6	84,433
7	80,835
8	74,603 *

RANK (CONTINUED)	SALARY
AVERAGE "x"	99,664
AVERAGE ALL	93,384

DEANS:
GRADUATE

RANK	SALARY
1	144,200 *
2	132,500 *
3	130,000 *
4	125,710 *
5	114,024 *
6	(97,425)*
7	90,684
8	88,589 *
9	82,311
10	81,900 *
11	68,850
12	65,900
AVERAGE "x"	114,294
AVERAGE ALL	101,841

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	116,500 *
2	86,800
3	83,639
AVERAGE "x"	116,500
AVERAGE ALL	95,646

DEANS:
HOME ECONOMICS

RANK	SALARY
1	120,000 *
2	112,633 *
3	108,406 *
4	105,300 *

RANK (CONTINUED)	SALARY
AVERAGE "x"	111,585
AVERAGE ALL	111,585

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	103,000 *
2	101,300 *
3	95,950 *
AVERAGE "x"	100,083
AVERAGE ALL	100,083

DEANS:
LAW

RANK	SALARY
1	173,700 *
2	171,800 *
3	161,000 *
4	160,008 *
5	145,581 *
6	139,764
7	130,000 *
8	127,512 *
9	123,165 *
10	120,000 *
11	103,540
AVERAGE "x"	145,863
AVERAGE ALL	141,461

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	165,700 *
2	103,000 *
3	93,946 *
4	91,926 *
5	91,500 *

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* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

DEANS:
LIBRARY SCIENCE

(CONTINUED)

AVERAGE "*"	109,214
AVERAGE ALL	109,214

DEANS:
MUSIC

RANK	SALARY
1	132,500 *
2	120,500 *
3	117,384 *
4	86,736 *
AVERAGE "*"	114,280
AVERAGE ALL	114,280

DEANS:
SCIENCE

RANK	SALARY
1	131,346 *
2	126,316
3	126,000 *
4	89,016 *
AVERAGE "*"	115,454
AVERAGE ALL	118,170

DEANS:
SOCIAL WORK

RANK	SALARY
1	127,700 *
2	120,000 *
3	87,975 *
4	81,000 *
5	79,725 *
AVERAGE "*"	99,280
AVERAGE ALL	99,280

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	99,750 *
2	87,756 *
3	70,155
4	50,058 *
5	45,000
AVERAGE "*"	79,188
AVERAGE ALL	70,544

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	163,200 *
2	139,000 *
3	120,000 *
4	119,095 *
AVERAGE "*"	135,324
AVERAGE ALL	135,324

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	262,200 *
2	260,314 *
3	170,252 *
4	162,775 *
5	141,018 *
6	140,004 *
7	131,550 *
AVERAGE "*"	181,159
AVERAGE ALL	181,159

MEDICAL DEANS:
NURSING

RANK	SALARY
1	144,200 *
2	118,622 *
3	115,638 *
4	114,653 *
5	113,600 *
6	110,832 *
7	95,798 *
8	91,000
9	79,500 *
AVERAGE "*"	111,605
AVERAGE ALL	109,316

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	153,200 *
2	137,000 *
3	121,224 *
4	113,457 *
5	106,128 *
6	102,000 *
7	99,359 *
AVERAGE "*"	118,910
AVERAGE ALL	118,910

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	157,800 *
2	129,500 *
3	127,543 *
AVERAGE "*"	138,281
AVERAGE ALL	138,281

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	134,600 *
2	121,819 *
3	121,200 *

* = NASULGC

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
(CONTINUED)	
4	116,300 *
AVERAGE "*"	123,480
AVERAGE ALL	123,480

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-FIVE UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The eleven participating universities* from this region are as follows:

LSU AND A & M COLLEGE
NEW MEXICO STATE UNIVERSITY
OKLAHOMA STATE UNIVERSITY
TEXAS A & M UNIVERSITY
TEXAS WOMAN'S UNIVERSITY
TEXAS TECH
UNIVERSITY OF ARKANSAS
UNIVERSITY OF HOUSTON
UNIVERSITY OF NEW MEXICO
UNIVERSITY OF NORTH TEXAS
UNIVERSITY OF OKLAHOMA

* Ten of the eleven reporting institutions are members of the National Association of State Universities and Land-Grant Colleges so no designator was used on this listing to help maintain anonymity.

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM OF MULTI-CAMPUSES

RANK	SALARY
1	190,000 *
2	152,880 *
3	141,500 *
AVERAGE "*"	161,460
AVERAGE ALL	161,460

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	170,170 *
2	156,046 *
3	153,000 *
4	151,470 *
5	141,043
6	135,370 *
7	126,360 *
8	126,000 *
AVERAGE "*"	145,488
AVERAGE ALL	144,932

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	82,600 *
2	75,000 *
3	65,678 *
4	64,436 *
5	64,000 *
6	62,400 *
7	51,500 *
8	50,000 *
AVERAGE "*"	64,452
AVERAGE ALL	64,452

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	96,180 *
2	90,407 *
3	80,870 *
4	79,568 *
5	76,008 *
6	75,119 *
7	74,230 *
8	63,206
9	40,000 *
AVERAGE "*"	76,548
AVERAGE ALL	75,065

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	69,000 *
2	62,566 *
3	54,100 *
4	52,530 *
5	48,000 *
6	47,750 *
7	47,454 *
8	43,125 *
9	40,323 *
AVERAGE "*"	51,650
AVERAGE ALL	51,650

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	71,580 *
2	63,697 *
3	60,401 *
4	60,024 *
5	58,344 *
6	56,254 *
7	49,935 *
8	41,516

RANK SALARY (CONTINUED)

AVERAGE "*"	60,034
AVERAGE ALL	57,719

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	101,000 *
2	95,000 *
3	89,253 *
4	77,703 *
5	73,143
6	69,438 *
7	58,125 *
AVERAGE "*"	81,753
AVERAGE ALL	80,523

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	130,038 *
2	115,000 *
3	109,206
4	93,000 *
5	83,465 *
AVERAGE "*"	105,376
AVERAGE ALL	106,142

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	162,147 *
2	140,004 *
3	140,000 *
4	130,000 *
5	124,579 *
6	124,000 *

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

ACADEMIC OFFICERS:
PROVOST

(CONTINUED)

AVERAGE "*"	136,788
AVERAGE ALL	136,788

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	115,000 *
2	95,000 *
3	85,500 *
4	83,000 *
5	81,761 *
6	80,628 *
7	80,580 *
8	80,340 *
9	80,070 *
10	78,097 *
11	76,411
AVERAGE "*"	85,998
AVERAGE ALL	85,126

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	127,308 *
2	124,836 *
3	113,450 *
4	106,078 *
5	104,000 *
6	103,959 *
7	103,768 *
8	99,310
9	98,174 *
10	96,733 *
AVERAGE "*"	108,701
AVERAGE ALL	107,762

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	94,999 *
2	89,760 *
3	86,000 *
4	81,060 *
5	75,450 *
6	68,000 *
7	64,265
8	63,762 *
9	49,390 *
AVERAGE "*"	76,053
AVERAGE ALL	74,743

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	57,630 *
2	56,556 *
3	55,724 *
4	47,426 *
5	47,000 *
6	43,850 *
7	40,937 *
8	35,520 *
AVERAGE "*"	48,080
AVERAGE ALL	48,080

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	67,123 *
2	65,000 *
3	56,650 *
AVERAGE "*"	62,924
AVERAGE ALL	62,924

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	71,340 *
2	60,600 *
3	60,000 *
4	59,940
5	55,956 *
6	54,000 *
7	52,524 *
8	51,468 *
9	50,496 *
10	49,337 *
AVERAGE "*"	56,191
AVERAGE ALL	56,566

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	67,447 *
2	66,000 *
3	64,140 *
4	62,939 *
5	53,491 *
6	50,076
7	49,971 *
8	49,516 *
9	47,741 *
10	44,048 *
AVERAGE "*"	56,144
AVERAGE ALL	55,537

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	82,315 *
2	80,000 *
3	70,190 *
4	67,945 *
5	62,293 *
6	61,000 *
7	57,409

* = NASULGC

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK (CONTINUED)	SALARY
8	46,800 *
9	37,932 *
AVERAGE "*"	63,559
AVERAGE ALL	62,876

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	48,050 *
2	45,000 *
3	43,355 *
4	38,928 *
5	36,672 *
AVERAGE "*"	42,401
AVERAGE ALL	42,401

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	83,208 *
2	77,300 *
3	73,891 *
4	72,822 *
5	69,480 *
6	65,000 *
7	62,915 *
8	60,859
9	60,040 *
10	60,000 *
11	54,864 *
AVERAGE "*"	67,952
AVERAGE ALL	67,307

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	100,373 *
2	100,000 *
3	99,273 *
4	94,500 *
5	93,627 *
6	90,252 *
7	88,933 *
8	88,275
9	87,445 *
10	87,000 *
11	80,891 *
AVERAGE "*"	92,229
AVERAGE ALL	91,870

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	65,706 *
2	65,161 *
3	63,232 *
4	60,000 *
5	53,864 *
6	49,625 *
7	47,544 *
AVERAGE "*"	57,876
AVERAGE ALL	57,876

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	90,245 *
2	87,782 *
3	72,504 *
4	54,251 *
5	46,900 *
6	45,053 *
7	34,479 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	61,602
AVERAGE ALL	61,602

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	71,616 *
2	62,831 *
3	62,029 *
4	59,472 *
5	58,360 *
6	57,525 *
7	57,314
8	55,692 *
9	47,680 *
10	42,192 *
AVERAGE "*"	57,489
AVERAGE ALL	57,471

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	70,332 *
2	69,935 *
3	62,493 *
4	59,180 *
5	58,360 *
6	52,931 *
7	52,240 *
8	51,463
9	50,000 *
AVERAGE "*"	59,434
AVERAGE ALL	58,548

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	91,802 *

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK (CONTINUED)	SALARY
2	64,408 *
3	60,859
4	59,455 *
5	55,709 *
6	55,692 *
7	55,482 *
8	54,493 *
9	49,837 *
10	49,625 *
11	45,500 *

AVERAGE "*" 58,200

AVERAGE ALL 58,442

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	66,340 *
2	64,265 *
3	60,203 *
4	60,156 *
5	52,490 *
6	51,058 *
7	51,000 *
8	50,160 *
9	46,671
10	36,000 *

AVERAGE "*" 54,630

AVERAGE ALL 53,834

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	109,273 *
2	86,094 *
3	82,791 *
4	82,592 *
5	77,769 *
6	77,440 *
7	75,972 *
8	73,500
9	63,440 *
10	58,605 *
11	44,558 *

AVERAGE "*" 75,853

AVERAGE ALL 75,639

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	65,001 *
2	61,266 *
3	59,673 *
4	57,288 *
5	50,287 *
6	46,527 *
7	45,000 *
8	44,300 *
9	43,001 *
10	39,802
11	33,322 *

AVERAGE "*" 50,567

AVERAGE ALL 49,588

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	72,724 *
2	70,550 *
3	60,000 *
4	57,300 *

AVERAGE "*" 65,144

AVERAGE ALL 65,144

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	83,500 *
2	79,335 *
3	76,860 *
4	75,500 *
5	73,840 *
6	71,828 *
7	70,778 *
8	70,434 *
9	69,090 *
10	63,186
11	56,608 *

AVERAGE "*" 72,777

AVERAGE ALL 71,905

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	71,626 *
2	67,078 *
3	59,592 *
4	59,500 *
5	59,283 *
6	58,350 *
7	57,332 *
8	55,913 *
9	52,593
10	49,514 *
11	48,247 *

AVERAGE "*" 58,644

AVERAGE ALL 58,093

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	112,500 *
2	110,160 *
3	100,835 *
4	98,145 *
5	86,417 *
6	86,000 *
7	84,540

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

(CONTINUED)

AVERAGE "*"	99,010
AVERAGE ALL	96,942

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	104,620 *
2	95,500 *
3	60,925 *
AVERAGE "*"	87,015
AVERAGE ALL	87,015

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	97,766 *
2	92,502 *
3	74,278 *
4	58,655 *
5	56,000 *
6	55,602 *
7	51,836
8	49,500 *
9	40,476 *
10	38,396 *
AVERAGE "*"	62,575
AVERAGE ALL	61,501

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	84,298 *
2	82,368 *
3	82,160 *

RANK SALARY (CONTINUED)

AVERAGE "*"	82,942
AVERAGE ALL	82,942

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	108,668 *
2	75,684 *
3	73,217 *
AVERAGE "*"	85,856
AVERAGE ALL	85,856

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	100,000 *
2	83,463 *
3	75,658 *
4	61,320 *
5	52,966 *
6	29,172 *
AVERAGE "*"	67,097
AVERAGE ALL	67,097

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	75,684 *
2	71,110 *
3	70,420 *
4	69,411 *
5	62,454 *
6	58,024 *
7	55,679 *
8	34,161
9	31,203 *

RANK SALARY (CONTINUED)

AVERAGE "*"	61,748
AVERAGE ALL	58,683

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	111,419 *
2	109,200 *
3	95,544 *
4	70,019 *
AVERAGE "*"	96,546
AVERAGE ALL	96,546

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	136,476 *
2	110,076 *
3	108,150 *
4	(98,462)*
5	87,245 *
AVERAGE "*"	108,082
AVERAGE ALL	108,082

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	106,392 *
2	67,000 *
3	67,000 *
4	62,063 *
5	60,000 *
6	54,878
7	52,524 *
8	51,564 *

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

(CONTINUED)

AVERAGE "*"	66,649
AVERAGE ALL	65,178

DEANS:
AGRICULTURE

RANK	SALARY
1	175,100 *
2	104,673 *
3	104,220 *
4	95,650 *
5	95,000 *
6	89,431 *
AVERAGE "*"	110,679
AVERAGE ALL	110,679

DEANS:
ARCHITECTURE

RANK	SALARY
1	100,000 *
2	98,810 *
3	94,873 *
4	93,628 *
5	92,000 *
6	91,970 *
7	90,000 *
AVERAGE "*"	94,469
AVERAGE ALL	94,469

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	115,000 *
2	104,794 *
3	99,900 *
4	95,680 *
5	95,208 *
6	95,000 *
7	95,000 *
8	94,728 *
9	79,896
AVERAGE "*"	99,414
AVERAGE ALL	97,245

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	163,768 *
2	155,000 *
3	152,250 *
4	123,136 *
5	122,004 *
6	114,290 *
7	111,558 *
8	110,445 *
9	106,603 *
10	98,629 *
AVERAGE "*"	125,768
AVERAGE ALL	125,768

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	94,347 *
2	83,957 *
3	80,255 *
4	75,959 *
5	74,902 *
6	39,924 *
AVERAGE "*"	74,891
AVERAGE ALL	74,891

DEANS:
EDUCATION

RANK	SALARY
1	122,004 *
2	106,111 *
3	100,000 *
4	100,000 *
5	98,809 *
6	98,800 *
7	93,560 *
8	90,252 *
9	89,000 *
10	79,391 *
11	76,125
AVERAGE "*"	97,793
AVERAGE ALL	95,823

DEANS:
ENGINEERING

RANK	SALARY
1	170,000 *
2	120,500 *
3	118,440 *
4	111,558 *
5	110,434 *
6	109,263 *
7	105,678 *
8	105,012 *
9	104,500 *
AVERAGE "*"	117,265
AVERAGE ALL	117,265

DEANS:
FINE ARTS

RANK	SALARY
1	100,700 *
2	99,000 *
3	75,000 *
4	57,114 *

* = NASULGC

DEANS:
FINE ARTS

(CONTINUED)

AVERAGE "*"	82,954
AVERAGE ALL	82,954

DEANS:
GRADUATE

RANK	SALARY
1	(98,462)*
2	98,152 *
3	90,000 *
4	90,000 *
5	84,364
AVERAGE "*"	94,154
AVERAGE ALL	92,196

DEANS:
HOME ECONOMICS

RANK	SALARY
1	103,306 *
2	99,672 *
3	88,913 *
4	56,012 *
AVERAGE "*"	86,976
AVERAGE ALL	86,976

DEANS:
LAW

RANK	SALARY
1	151,715 *
2	137,500 *
3	133,640 *
4	127,296 *
5	115,200 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	133,070
AVERAGE ALL	133,070

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	91,000 *
2	88,914 *
3	73,168
AVERAGE "*"	89,957
AVERAGE ALL	84,361

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	95,481 *
2	73,850 *
3	73,800 *
4	69,062 *
AVERAGE "*"	78,048
AVERAGE ALL	78,048

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	189,257 *
2	124,837 *
3	114,962 *
AVERAGE "*"	143,019
AVERAGE ALL	143,019

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	149,116 *
2	119,322 *
3	111,564 *
AVERAGE "*"	126,667
AVERAGE ALL	126,667

* = NASULGC

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-FIVE UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The eight participating universities* from this region are as follows:

COLORADO STATE UNIVERSITY
MONTANA STATE UNIVERSITY
NORTH DAKOTA STATE UNIVERSITY
UNIVERSITY OF MONTANA
UNIVERSITY OF NORTHERN COLORADO
UNIVERSITY OF UTAH
UNIVERSITY OF WYOMING
UTAH STATE UNIVERSITY

* Seven of the eight reporting institutions are members of National Association of States and Universities Land-Grant Colleges so no designator was used on this listing to help maintain anonymity.

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	141,284 *
2	129,376 *
3	125,000
4	119,940 *
5	99,653 *
6	96,699 *
7	96,699 *
AVERAGE "*"	113,942
AVERAGE ALL	115,522

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	81,702 *
2	62,200 *
3	31,300 *
AVERAGE "*"	58,401
AVERAGE ALL	58,401

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	93,700 *
2	77,200 *
3	74,500 *
4	63,500
5	53,724 *
6	52,200 *
7	50,895 *
AVERAGE "*"	67,037
AVERAGE ALL	66,531

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	60,000 *
2	59,500 *
3	52,500 *
4	40,596 *
5	39,240 *
6	32,200 *
7	23,480 *
AVERAGE "*"	43,931
AVERAGE ALL	43,931

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	62,500
2	62,500 *
3	55,000 *
4	44,748 *
5	44,220 *
6	43,600 *
AVERAGE "*"	50,014
AVERAGE ALL	52,095

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	107,640 *
2	63,600 *
3	47,100 *
4	45,396 *
5	44,676 *
AVERAGE "*"	61,682
AVERAGE ALL	61,682

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	112,000 *
2	100,000
3	90,700 *
4	76,800 *
AVERAGE "*"	93,167
AVERAGE ALL	94,875

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	126,700 *
2	109,404 *
3	103,387 *
4	87,500 *
5	85,000 *
AVERAGE "*"	102,398
AVERAGE ALL	102,398

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	100,500 *
2	84,745 *
3	80,542 *
4	74,000
5	73,956 *
6	63,221 *
7	60,980 *
AVERAGE "*"	77,324
AVERAGE ALL	76,849

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	109,200 *

* = NASULGC

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TABLE II (CONTINUED)
DENVER REGION

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK (CONTINUED)	SALARY
2	103,000 *
3	91,300 *
4	86,964 *
5	82,500 *
6	43,100 *
AVERAGE "x"	86,011
AVERAGE ALL	86,011

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	81,900 *
2	70,000 *
3	65,523 *
4	64,931
5	54,600 *
6	54,564 *
7	52,070 *
AVERAGE "x"	63,110
AVERAGE ALL	63,370

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	81,300 *
2	66,500 *
3	53,880 *
AVERAGE "x"	67,227
AVERAGE ALL	67,227

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	81,300 *
2	45,960 *
3	36,201 *
AVERAGE "x"	54,487
AVERAGE ALL	54,487

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	67,000 *
2	58,800 *
3	55,808 *
4	43,244 *
5	39,216 *
6	37,740 *
7	30,700 *
AVERAGE "x"	47,501
AVERAGE ALL	47,501

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	56,500 *
2	55,200 *
3	45,288 *
4	41,273
5	31,500 *
6	25,852 *
AVERAGE "x"	42,868
AVERAGE ALL	42,602

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	80,800 *
2	77,200 *
3	71,000 *
4	66,180 *
5	65,431
6	58,900 *

RANK (CONTINUED)	SALARY
AVERAGE "x"	70,816
AVERAGE ALL	69,919

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	52,560 *
2	33,959 *
3	33,400 *
4	33,372 *
AVERAGE "x"	38,323
AVERAGE ALL	38,323

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	74,500 *
2	67,900 *
3	63,999 *
4	59,450
5	49,680 *
6	46,500 *
7	45,870 *
8	41,000 *
AVERAGE "x"	55,636
AVERAGE ALL	56,112

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	105,500 *
2	95,000
3	84,400 *
4	83,821 *
5	73,620 *
6	71,920 *

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STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS

(CONTINUED)

AVERAGE "*"	83,852
AVERAGE ALL	85,710

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	66,101 *
2	64,500 *
3	53,139
4	48,240 *
AVERAGE "*"	59,614
AVERAGE ALL	57,995

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	65,900 *
2	56,000 *
3	55,531
4	52,170 *
5	49,646 *
6	49,632 *
7	43,200 *
AVERAGE "*"	52,758
AVERAGE ALL	53,154

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	64,200 *
2	52,500 *
3	49,500 *
4	48,819 *
5	48,500 *
6	48,000
7	41,500 *
AVERAGE "*"	50,837
AVERAGE ALL	50,431

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	53,834
2	46,680 *
3	45,998 *
4	45,800 *
5	45,673 *
6	45,560 *
7	40,700 *
AVERAGE "*"	45,069
AVERAGE ALL	46,321

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	72,500 *
2	57,121 *
3	56,788 *
4	56,200 *
5	51,547
6	47,004 *
7	44,200 *
8	40,190 *
AVERAGE "*"	53,429
AVERAGE ALL	53,194

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	97,008 *
2	80,000 *
3	70,100 *
4	64,000 *
5	62,000 *
6	60,000
7	43,742 *
AVERAGE "*"	69,475
AVERAGE ALL	68,121

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	46,500
2	46,220 *
3	43,008 *
4	42,500 *
5	41,774 *
6	41,117 *
7	40,000 *
AVERAGE "*"	42,437
AVERAGE ALL	43,017

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	61,150 *
2	56,496 *
3	55,800 *
AVERAGE "*"	57,815
AVERAGE ALL	57,815

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	66,715
2	64,700 *
3	58,800 *
4	58,794 *
5	54,900 *
AVERAGE "*"	59,299
AVERAGE ALL	60,782

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TABLE II (CONTINUED)
DENVER REGION

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	65,200 *
2	47,220 *
3	42,845 *
4	37,620 *
5	31,230 *
6	29,134 *
AVERAGE "*"	42,208
AVERAGE ALL	42,208

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	104,275 *
2	95,000
3	82,872 *
AVERAGE "*"	93,574
AVERAGE ALL	94,049

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	72,118 *
2	66,500 *
3	55,228 *
4	54,432 *
5	48,362 *
6	47,104 *
7	42,900 *
AVERAGE "*"	55,235
AVERAGE ALL	55,235

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	72,100 *
2	63,360 *
3	61,200 *
4	48,000
AVERAGE "*"	65,587
AVERAGE ALL	61,190

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	76,351 *
2	69,632 *
3	49,000 *
4	45,000 *
5	43,270 *
6	42,516 *
7	41,676
8	41,500 *
AVERAGE "*"	52,467
AVERAGE ALL	51,118

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	94,000 *
2	85,200 *
3	78,000 *
AVERAGE "*"	85,733
AVERAGE ALL	85,733

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	128,500 *
2	115,920 *
3	100,000 *
4	92,412 *
5	85,000 *

RANK	SALARY (CONTINUED)
AVERAGE "*"	104,366
AVERAGE ALL	104,366

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	82,538 *
2	62,292 *
3	60,129 *
4	54,360
5	44,985 *
AVERAGE "*"	62,486
AVERAGE ALL	60,861

DEANS:
AGRICULTURE

RANK	SALARY
1	123,000 *
2	91,333 *
3	83,000 *
4	82,296 *
5	82,000 *
AVERAGE "*"	92,326
AVERAGE ALL	92,326

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	87,600
2	84,504 *
3	82,555 *
4	78,800 *
AVERAGE "*"	81,953
AVERAGE ALL	83,365

* = NASULGC

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	110,914 *
2	87,516 *
3	87,360 *
4	86,200
5	80,000 *
6	70,720 *
7	68,600 *
AVERAGE "*"	84,185
AVERAGE ALL	84,473

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	84,787 *
2	75,000 *
3	74,600
4	74,490 *
5	60,800 *
6	54,717 *
AVERAGE "*"	69,959
AVERAGE ALL	70,732

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	100,000 *
2	92,085 *
3	70,838 *
AVERAGE "*"	87,641
AVERAGE ALL	87,641

DEANS:
EDUCATION

RANK	SALARY
1	87,600
2	78,904 *
3	78,538 *
4	72,332 *
5	70,008 *
6	67,500 *
AVERAGE "*"	73,456
AVERAGE ALL	75,814

DEANS:
ENGINEERING

RANK	SALARY
1	96,657 *
2	92,640 *
3	90,360 *
4	84,835 *
5	81,800 *
AVERAGE "*"	89,258
AVERAGE ALL	89,258

DEANS:
FINE ARTS

RANK	SALARY
1	83,584
2	66,187 *
3	62,200 *
AVERAGE "*"	64,194
AVERAGE ALL	70,657

DEANS:
GRADUATE

RANK	SALARY
1	96,000 *
2	88,534 *
3	81,067 *
4	77,640 *
5	72,465 *
6	41,100 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	76,134
AVERAGE ALL	76,134

DEANS:
HUMANITIES

RANK	SALARY
1	83,840 *
2	71,200 *
3	65,381 *
AVERAGE "*"	73,474
AVERAGE ALL	73,474

DEANS:
LAW

RANK	SALARY
1	116,669 *
2	109,500 *
3	85,000 *
AVERAGE "*"	103,723
AVERAGE ALL	103,723

DEANS:
SCIENCE

RANK	SALARY
1	105,000 *
2	103,394 *
3	97,508 *
4	76,200 *
AVERAGE "*"	95,526
AVERAGE ALL	95,526

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TABLE II (CONTINUED)
DENVER REGION

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	93,000 *
2	85,600
3	63,233 *
AVERAGE "x"	78,117
AVERAGE ALL	80,611

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	80,680 *
2	77,200 *
3	70,820 *
AVERAGE "x"	76,233
AVERAGE ALL	76,233

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALAIES PAID AMONG EIGHTY-FIVE UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The five participating universities from this region are as follows:

*IOWA STATE UNIVERSITY
*KANSAS STATE UNIVERSITY
*UNIVERSITY OF KANSAS - LAWRENCE
*UNIVERSITY OF MISSOURI - COLUMBIA
*UNIVESITY OF NEBRASKA - LINCOLN

* Member of National Association of States and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
KANSAS CITY REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	176,750 *
2	150,000 *
3	147,800 *
4	133,650 *

AVERAGE "*" 152,050

AVERAGE ALL 152,050

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	87,666 *
2	85,392 *
3	80,700 *
4	53,407 *

AVERAGE "*" 76,791

AVERAGE ALL 76,791

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	109,080 *
2	100,920 *
3	79,008 *
4	69,000 *
5	64,000 *

AVERAGE "*" 84,402

AVERAGE ALL 84,402

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	(72,000)*
2	68,884 *
3	60,000 *
4	59,400 *

RANK SALARY (CONTINUED)

AVERAGE "*" 65,071

AVERAGE ALL 65,071

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(121,349)*
2	83,602 *
3	70,600 *
4	66,467 *
5	60,000 *

AVERAGE "*" 80,404

AVERAGE ALL 80,404

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	141,400 *
2	115,000 *
3	112,188 *

AVERAGE "*" 122,863

AVERAGE ALL 122,863

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	110,000 *
2	101,534 *
3	89,888 *
4	83,184 *
5	81,900 *

AVERAGE "*" 93,301

AVERAGE ALL 93,301

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	131,300 *
2	127,423 *
3	104,904 *
4	71,050 *

AVERAGE "*" 108,669

AVERAGE ALL 108,669

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	90,629 *
2	79,500 *
3	70,700 *
4	70,020 *

AVERAGE "*" 77,712

AVERAGE ALL 77,712

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	63,000 *
2	56,750 *
3	51,000 *
4	50,904 *
5	48,122 *

AVERAGE "*" 53,955

AVERAGE ALL 53,955

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	55,000 *
2	52,872 *
3	42,421 *

* = NASULGC

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

(CONTINUED)

AVERAGE "x"	50,098
AVERAGE ALL	50,098

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	(121,349)*
2	80,236 *
3	64,860 *
4	55,300 *
AVERAGE "x"	80,436
AVERAGE ALL	80,436

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	63,000 *
2	61,508 *
3	48,563 *
4	43,800 *
5	40,855 *
AVERAGE "x"	51,545
AVERAGE ALL	51,545

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	72,975 *
2	72,000 *
3	66,811 *
4	65,000 *
AVERAGE "x"	69,197
AVERAGE ALL	69,197

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	112,791 *
2	110,900 *
3	110,000 *
4	(105,528)*
5	94,020 *
AVERAGE "x"	106,648
AVERAGE ALL	106,648

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	77,352 *
2	75,164 *
3	71,900 *
AVERAGE "x"	74,805
AVERAGE ALL	74,805

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	100,329 *
2	44,430 *
3	42,848 *
4	34,728 *
AVERAGE "x"	55,584
AVERAGE ALL	55,584

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	64,323 *
2	58,332 *
3	55,857 *
4	51,930 *

RANK SALARY
(CONTINUED)

AVERAGE "x"	57,611
AVERAGE ALL	57,611

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	76,405 *
2	64,623 *
3	55,715 *
4	54,432 *
5	48,230 *
AVERAGE "x"	59,881
AVERAGE ALL	59,881

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	65,720 *
2	51,492 *
3	48,230 *
AVERAGE "x"	55,147
AVERAGE ALL	55,147

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	76,988 *
2	69,050 *
3	65,920 *
4	60,504 *
AVERAGE "x"	68,116
AVERAGE ALL	68,116

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* = NASULGC

TABLE II (CONTINUED)
KANSAS CITY REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	105,606 *
2	93,500 *
3	74,861 *
4	68,500 *
5	59,256 *
AVERAGE "*"	80,345
AVERAGE ALL	80,345

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	75,772 *
2	61,570 *
3	52,104 *
4	46,979 *
5	46,470 *
AVERAGE "*"	56,579
AVERAGE ALL	56,579

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	75,712 *
2	60,552 *
3	58,440 *
AVERAGE "*"	64,901
AVERAGE ALL	64,901

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	84,500 *
2	79,786 *
3	69,504 *
4	62,041 *

RANK SALARY (CONTINUED)

AVERAGE "*"	73,958
AVERAGE ALL	73,958

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	62,800 *
2	60,756 *
3	49,505 *
4	48,886 *
5	44,298 *
AVERAGE "*"	53,249
AVERAGE ALL	53,249

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	80,500 *
2	75,300 *
3	50,000 *
4	46,727 *
5	43,380 *
AVERAGE "*"	59,181
AVERAGE ALL	59,181

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	75,983 *
2	69,525 *
3	69,500 *
AVERAGE "*"	71,669
AVERAGE ALL	71,669

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	65,140 *
2	57,346 *
3	55,715 *
4	47,254 *
AVERAGE "*"	56,364
AVERAGE ALL	56,364

DEANS:
AGRICULTURE

RANK	SALARY
1	121,000 *
2	118,015 *
3	110,346 *
4	108,072 *
AVERAGE "*"	114,358
AVERAGE ALL	114,358

DEANS:
ARCHITECTURE

RANK	SALARY
1	101,578 *
2	92,628 *
3	86,970 *
AVERAGE "*"	93,725
AVERAGE ALL	93,725

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	120,000 *
2	100,620 *
3	99,000 *
4	98,500 *

* = NASULGC

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DEANS:
ARTS AND SCIENCES

(CONTINUED)

AVERAGE "x"	104,530
AVERAGE ALL	104,530

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	129,214 *
2	122,974 *
3	118,069 *
4	111,310 *
5	110,064 *
AVERAGE "x"	118,326
AVERAGE ALL	118,326

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	101,952 *
2	101,356 *
3	94,382 *
4	87,950 *
AVERAGE "x"	96,410
AVERAGE ALL	96,410

DEANS:
EDUCATION

RANK	SALARY
1	108,081 *
2	108,000 *
3	107,414 *
4	96,276 *
AVERAGE "x"	104,943
AVERAGE ALL	104,943

DEANS:
ENGINEERING

RANK	SALARY
1	131,481 *
2	126,856 *
3	105,850 *
4	104,364 *
AVERAGE "x"	117,138
AVERAGE ALL	117,138

DEANS:
HOME ECONOMICS

RANK	SALARY
1	109,888 *
2	106,633 *
3	95,616 *
4	92,135 *
AVERAGE "x"	101,068
AVERAGE ALL	101,068

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	100,628 *
2	96,831 *
3	82,320 *
AVERAGE "x"	93,260
AVERAGE ALL	93,260

DEANS:
LAW

RANK	SALARY
1	138,043 *
2	130,000 *
3	98,845 *

RANK SALARY
(CONTINUED)

AVERAGE "x"	122,296
AVERAGE ALL	122,296

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	130,000 *
2	120,000 *
3.	103,500 *
AVERAGE "x"	117,833
AVERAGE ALL	117,833

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* = NASULGC

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-FIVE UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS -NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The ten participating universities from these combined regions are as follows:

*GRADUATE SCHOOL AND UNIVERSITY CENTER CITY OF NY
*STATE UNIVERSITY OF NEW YORK AT BINGHAMTON
*STATE UNIVERSITY OF NEW YORK AT BUFFALO
*STATE UNIVERSITY OF NEW YORK AT STONY BROOK
*UNIVERSITY OF CONNECTICUT
*UNIVERSITY OF MAINE
*UNIVERSITY OF MASSACHUSETTS - AMHERST
*UNIVERSITY OF NEW HAMPSHIRE
*UNIVERSITY OF RHODE ISLAND
*UNIVERSITY OF VERMONT

* Member of National Association of State and Land-Grant Colleges.

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	155,059 *
2	150,000 *
3	139,126 *
4	139,125 *
5	136,220 *
6	131,870 *
7	125,000 *
8	123,165 *
9	121,212 *
10	119,500 *
AVERAGE "*"	134,028
AVERAGE ALL	134,028

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	116,722 *
2	99,712 *
3	98,975 *
AVERAGE "*"	105,136
AVERAGE ALL	105,136

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	147,030 *
2	98,779 *
3	76,000 *
4	60,667 *
5	51,640 *
6	44,437 *
AVERAGE "*"	79,759
AVERAGE ALL	79,759

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	110,000 *
2	109,658 *
3	100,529 *
4	90,582 *
5	87,940 *
6	85,000 *
7	80,966 *
8	77,691 *
9	67,673 *
AVERAGE "*"	90,004
AVERAGE ALL	90,004

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	76,523 *
2	75,600 *
3	72,800 *
4	66,000 *
5	61,767 *
6	58,860 *
7	55,000 *
8	50,100 *
9	44,240 *
AVERAGE "*"	62,321
AVERAGE ALL	62,321

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	72,170 *
2	69,323 *
3	67,830 *
4	67,053 *
5	66,500 *
6	54,723 *
7	53,202 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	64,400
AVERAGE ALL	64,400

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	91,785 *
2	82,587 *
3	78,000 *
4	71,800 *
AVERAGE "*"	81,043
AVERAGE ALL	81,043

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	107,000 *
2	(105,830)*
3	102,335 *
AVERAGE "*"	105,055
AVERAGE ALL	105,055

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	153,000 *
2	147,548 *
3	128,192 *
4	127,000 *
5	123,000 *
6	116,000 *
7	(105,830)*
8	104,445 *
AVERAGE "*"	125,627
AVERAGE ALL	125,627

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	116,285 *
2	103,000 *
3	93,651 *
4	87,924 *
5	86,341 *
6	85,771 *
7	85,300 *
8	74,476 *
AVERAGE "x"	91,594
AVERAGE ALL	91,594

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	139,000 *
2	136,564 *
3	109,479 *
4	107,100 *
5	105,900 *
6	99,894 *
7	90,443 *
8	84,547 *
AVERAGE "x"	109,116
AVERAGE ALL	109,116

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	103,000 *
2	91,650 *
3	90,290 *
4	80,135 *
5	77,677 *
6	75,411 *
7	64,500 *
AVERAGE "x"	83,238
AVERAGE ALL	83,238

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	81,697 *
2	78,000 *
3	70,770 *
4	68,600 *
5	54,632 *
6	51,640 *
7	50,213 *
8	50,095 *
9	37,662 *
AVERAGE "x"	60,368
AVERAGE ALL	60,368

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	64,620 *
2	58,917 *
3	47,200 *
AVERAGE "x"	56,912
AVERAGE ALL	56,912

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	95,332 *
2	82,000 *
3	63,605 *
4	61,346 *
5	56,091 *
6	53,040 *
7	50,279 *
8	47,750 *
9	42,226 *
AVERAGE "x"	61,297
AVERAGE ALL	61,297

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	81,923 *
2	69,300 *
3	64,000 *
4	58,254 *
5	55,120 *
6	46,767 *
AVERAGE "x"	62,561
AVERAGE ALL	62,561

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	92,190 *
2	77,130 *
3	76,300 *
4	68,830 *
5	68,350 *
6	68,306 *
7	61,880 *
8	60,630 *
AVERAGE "x"	71,702
AVERAGE ALL	71,702

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	68,600 *
2	65,177 *
3	58,036 *
4	52,516 *
5	48,292 *
AVERAGE "x"	58,524
AVERAGE ALL	58,524

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	83,740 *
2	82,951 *
3	78,527 *
4	73,550 *
5	73,157 *
6	72,000 *
7	70,814 *
8	67,640 *
9	57,342 *
AVERAGE "x"	73,302
AVERAGE ALL	73,302

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	114,000 *
2	111,300 *
3	111,148 *
4	106,000 *
5	98,036 *
6	95,718 *
7	94,595 *
8	93,780 *
9	90,840 *
AVERAGE "x"	101,713
AVERAGE ALL	101,713

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	88,080 *
2	76,993 *
3	73,500 *
4	70,701 *
5	69,540 *
6	67,355 *
7	64,625 *

RANK	SALARY (CONTINUED)
AVERAGE "x"	72,971
AVERAGE ALL	72,971

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	98,853 *
2	77,634 *
3	65,595 *
4	49,464 *
5	37,036 *
6	25,841 *
AVERAGE "x"	59,071
AVERAGE ALL	59,071

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	82,891 *
2	79,560 *
3	73,300 *
4	71,993 *
5	68,431 *
6	67,500 *
7	66,806 *
8	61,200 *
9	49,870 *
AVERAGE "x"	69,061
AVERAGE ALL	69,061

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	75,525 *
2	71,575 *
3	70,474 *
4	62,550 *
5	62,372 *
6	62,198 *
7	61,767 *
8	50,205 *
AVERAGE "x"	64,583
AVERAGE ALL	64,583

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	63,952 *
2	62,380 *
3	60,023 *
4	60,000 *
5	57,687 *
6	56,027 *
7	54,954 *
8	54,809 *
9	50,348 *
10	49,419 *
AVERAGE "x"	56,960
AVERAGE ALL	56,960

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	99,130 *
2	68,213 *
3	64,471 *
4	62,388 *
5	61,060 *
6	59,915 *
7	57,783 *
8	51,254 *
9	50,000 *
10	48,760 *
AVERAGE "x"	62,297
AVERAGE ALL	62,297

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	106,996 *
2	84,154 *
3	82,484 *
4	81,105 *
5	64,768 *
6	52,526 *
7	43,208 *
AVERAGE "*"	73,606
AVERAGE ALL	73,606

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	73,276 *
2	66,240 *
3	61,267 *
4	56,780 *
5	56,150 *
6	53,172 *
7	50,704 *
8	50,102 *
9	46,399 *
AVERAGE "*"	57,121
AVERAGE ALL	57,121

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	94,500 *
2	84,525 *
3	(80,110)*
4	69,323 *
5	66,398 *
6	63,714 *
7	45,000 *
AVERAGE "*"	71,939
AVERAGE ALL	71,939

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	91,319 *
2	85,787 *
3	82,169 *
4	81,150 *
5	73,500 *
6	72,563 *
7	66,439 *
8	65,800 *
9	65,076 *
AVERAGE "*"	75,978
AVERAGE ALL	75,978

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	82,500 *
2	79,719 *
3	76,993 *
4	74,496 *
5	74,000 *
6	59,913 *
7	58,414 *
8	55,500 *
9	53,230 *
10	45,916 *
AVERAGE "*"	66,068
AVERAGE ALL	66,068

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	136,000 *
2	125,000 *
3	103,420 *
4	92,000 *
AVERAGE "*"	114,105
AVERAGE ALL	114,105

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	104,000 *
2	99,170 *
3	90,443 *
AVERAGE "*"	97,871
AVERAGE ALL	97,871

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	87,224 *
2	84,328 *
3	72,004 *
4	68,588 *
5	66,850 *
6	66,370 *
7	50,500 *
8	45,653 *
AVERAGE "*"	67,690
AVERAGE ALL	67,690

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	83,091 *
2	68,250 *
3	64,500 *
4	47,954 *
AVERAGE "*"	65,949
AVERAGE ALL	65,949

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	84,158 *
2	82,408 *

* = NASULGC

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK (CONTINUED)	SALARY
3	76,599 *
4	69,323 *
5	67,117 *
AVERAGE "x"	75,918
AVERAGE ALL	75,918

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	83,068 *
2	72,800 *
3	72,143 *
4	51,124 *
5	50,000 *
6	48,944 *
AVERAGE "x"	63,013
AVERAGE ALL	63,013

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	97,545 *
2	92,150 *
3	84,763 *
4	80,000 *
AVERAGE "x"	88,615
AVERAGE ALL	88,615

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	120,000 *
2	102,810 *
3	98,000 *
4	83,347 *
AVERAGE "x"	101,039
AVERAGE ALL	101,039

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	102,245 *
2	76,899 *
3	70,900 *
4	69,323 *
5	66,664 *
6	62,559 *
7	62,322 *
AVERAGE "x"	72,987
AVERAGE ALL	72,987

DEANS:
AGRICULTURE

RANK	SALARY
1	110,000 *
2	(102,000)*
3	97,990 *
AVERAGE "x"	103,330
AVERAGE ALL	103,330

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	125,208 *
2	108,300 *
3	99,170 *
4	95,743 *
AVERAGE "x"	107,105
AVERAGE ALL	107,105

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	136,690 *
2	123,678 *
3	119,699 *
4	118,000 *
5	110,055 *
6	104,880 *
7	100,805 *
8	93,448 *
9	81,413 *
AVERAGE "x"	109,852
AVERAGE ALL	109,852

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	101,970 *
2	92,132 *
3	88,847 *
4	87,450 *
5	82,900 *
6	82,017 *
7	79,800 *
8	73,914 *
AVERAGE "x"	86,129
AVERAGE ALL	86,129

DEANS:
EARTH SCIENCES/ NATURAL RESOURCES

RANK	SALARY
1	106,299 *
2	(102,000)*
3	93,912 *
AVERAGE "x"	100,737
AVERAGE ALL	100,737

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

DEANS:
EDUCATION

RANK	SALARY
1	122,997 *
2	112,000 *
3	94,822 *
4	93,491 *
5	87,000 *
6	83,931 *
AVERAGE "x"	99,040
AVERAGE ALL	99,040

DEANS:
ENGINEERING

RANK	SALARY
1	149,864 *
2	134,000 *
3	133,108 *
4	130,000 *
5	127,100 *
6	110,328 *
7	105,600 *
8	92,800 *
9	92,317 *
AVERAGE "x"	119,457
AVERAGE ALL	119,457

DEANS:
GRADUATE

RANK	SALARY
1	124,630 *
2	94,121 *
3	91,750 *
4	81,092 *
5	78,717 *
6	66,144 *
AVERAGE "x"	89,409
AVERAGE ALL	89,409

DEANS:
SCIENCE

RANK	SALARY
1	124,000 *
2	(123,256)*
3	87,198 *
AVERAGE "x"	111,485
AVERAGE ALL	111,485

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	123,000 *
2	111,417 *
3	71,964 *
AVERAGE "x"	102,127
AVERAGE ALL	102,127

DEANS:
SOCIAL WORK

RANK	SALARY
1	107,000 *
2	98,280 *
3	17,915 *
AVERAGE "x"	74,398
AVERAGE ALL	74,398

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	170,000 *
2	153,030 *
3	118,308 *
AVERAGE "x"	147,113
AVERAGE ALL	147,113

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	120,000 *
2	110,500 *
3	89,390 *
4	87,880 *
5	67,636 *
AVERAGE "x"	95,081
AVERAGE ALL	95,081

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	280,890 *
2	193,000 *
3	128,000 *
AVERAGE "x"	200,630
AVERAGE ALL	200,630

MEDICAL DEANS:
NURSING

RANK	SALARY
1	113,360 *
2	110,000 *
3	93,000 *
4	92,088 *
5	91,665 *
6	87,262 *
7	76,585 *
AVERAGE "x"	94,851
AVERAGE ALL	94,851

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	124,500 *
2	117,000 *

* = NASULGC

MEDICAL DEANS:
PHARMACY

RANK (CONTINUED)	SALARY
3	99,056 *
AVERAGE "x"	113,519
AVERAGE ALL	113,519

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-FIVE UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The eight participating universities from this region are as follows:

COLLEGE OF WILLIAM AND MARY
*TEMPLE UNIVERSITY
*UNIVERSITY OF DELAWARE
*UNIVERSITY OF MARYLAND AT COLLEGE PARK
*UNIVERSITY OF VIRGINIA
VIRGINIA COMMONWEALTH UNIVERSITY
*VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
*WEST VIRGINIA UNIVERSITY

* Member of National Association of State and Universities Land-Grant Colleges.

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	263,000 *
2	191,500 *
3	150,632
4	150,632 *
5	150,632 *
6	144,638
7	143,377 *
8	106,440 *
AVERAGE "x"	167,597
AVERAGE ALL	162,606

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	160,000 *
2	150,000 *
3	139,886 *
AVERAGE "x"	149,962
AVERAGE ALL	149,962

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	158,000 *
2	124,785 *
3	75,300 *
AVERAGE "x"	119,362
AVERAGE ALL	119,362

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	99,200 *
2	87,593 *
3	71,900 *
4	66,300
5	50,112 *
6	49,000
AVERAGE "x"	77,201
AVERAGE ALL	70,684

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR HEALTH

RANK	SALARY
1	390,000 *
2	267,782 *
3	185,000
AVERAGE "x"	328,891
AVERAGE ALL	280,927

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR INFORMATION MANAGEMENT

RANK	SALARY
1	144,500 *
2	125,000 *
3	116,500 *
4	100,000 *
5	79,284 *
AVERAGE "x"	113,057
AVERAGE ALL	113,057

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	96,100
2	93,875 *
3	80,000 *
4	79,955 *
5	67,070
6	65,136 *
AVERAGE "x"	79,742
AVERAGE ALL	80,356

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	79,850 *
2	79,000 *
3	67,500 *
4	66,000
5	65,500 *
6	59,700 *
7	59,000 *
8	55,000
AVERAGE "x"	68,425
AVERAGE ALL	66,444

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	86,147 *
2	75,000 *
3	74,100 *
4	61,610 *
5	56,000
6	55,700 *
7	53,372 *
AVERAGE "x"	67,655
AVERAGE ALL	65,990

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	165,250 *
2	97,000 *
3	88,384 *
4	81,300 *
5	79,760
AVERAGE "x"	107,984
AVERAGE ALL	102,339

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1993-94

* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGION

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	172,000 *
2	151,000 *
3	150,000 *
4	140,437 *
5	132,500
6	115,008 *
AVERAGE "*"	145,689
AVERAGE ALL	143,491

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	105,000 *
2	104,285 *
3	102,333 *
4	90,000
5	86,000
6	83,830 *
7	62,750 *
AVERAGE "*"	91,640
AVERAGE ALL	90,600

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	178,000 *
2	123,000 *
3	111,720 *
4	104,000
AVERAGE "*"	137,573
AVERAGE ALL	129,180

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	104,955 *
2	88,650 *
3	83,400 *
4	80,000
5	79,600 *
6	66,800
7	61,721 *
AVERAGE "*"	83,665
AVERAGE ALL	80,732

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	95,000 *
2	66,500
3	62,500 *
4	48,015 *
5	36,552 *
6	33,568
AVERAGE "*"	60,517
AVERAGE ALL	57,023

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	97,228 *
2	77,257 *
3	68,340 *
4	65,615
5	58,452 *
6	54,795 *
7	49,021 *
8	40,116
AVERAGE "*"	67,516
AVERAGE ALL	63,853

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	85,133 *
2	75,000
3	74,400 *
4	71,000
5	60,000 *
6	57,286 *
7	51,180 *
AVERAGE "*"	65,600
AVERAGE ALL	67,714

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	121,133 *
2	95,000 *
3	80,000 *
4	70,000 *
5	70,000
6	55,488 *
AVERAGE "*"	84,324
AVERAGE ALL	81,937

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	65,592 *
2	62,255 *
3	53,000 *
4	51,500
5	45,851
6	45,851 *
7	38,368 *
AVERAGE "*"	53,013
AVERAGE ALL	51,774

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* = NASULGC

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	93,000 *
2	82,633 *
3	80,000
4	79,188 *
5	77,200 *
6	66,800 *
7	62,100

AVERAGE "*" 79,764

AVERAGE ALL 77,274

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	112,150 *
2	106,720 *
3	102,000 *
4	100,225 *
5	91,800
6	91,000

AVERAGE "*" 105,274

AVERAGE ALL 100,649

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	100,000 *
2	81,500 *
3	73,158 *
4	66,343
5	62,700 *
6	58,700
7	49,936 *

AVERAGE "*" 73,459

AVERAGE ALL 70,334

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	95,500 *
2	65,200
3	60,000 *
4	56,900 *

AVERAGE "*" 70,800

AVERAGE ALL 69,400

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	81,764 *
2	74,170 *
3	73,000 *
4	69,780 *
5	69,500 *
6	64,260 *
7	57,000
8	44,400

AVERAGE "*" 72,079

AVERAGE ALL 66,734

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	73,000 *
2	68,054 *
3	66,000 *
4	64,200 *
5	54,900
6	52,700
7	42,228 *

AVERAGE "*" 62,696

AVERAGE ALL 60,155

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	75,605 *
2	68,337 *
3	67,800 *
4	62,200
5	58,000
6	55,536 *
7	50,280 *
8	42,000 *

AVERAGE "*" 59,926

AVERAGE ALL 59,970

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	77,500 *
2	74,225 *
3	60,600 *
4	59,508 *
5	56,835
6	55,000 *
7	54,615 *
8	51,800

AVERAGE "*" 63,575

AVERAGE ALL 61,260

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	148,000 *
2	107,124 *
3	95,300 *
4	87,629 *
5	86,100
6	54,313

AVERAGE "*" 109,513

AVERAGE ALL 96,411

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* = NASULGC

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TABLE II (CONTINUED)
PHILADELPHIA REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK	SALARY
1	72,000 *
2	65,930 *
3	65,000 *
4	56,924 *
5	54,555 *
6	53,600
7	48,348 *
8	36,459
AVERAGE "x"	60,460
AVERAGE ALL	56,602

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	85,000 *
2	75,700
3	67,500 *
4	54,795 *
5	42,588 *
AVERAGE "x"	62,471
AVERAGE ALL	65,117

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	98,910 *
2	90,000 *
3	85,768 *
4	76,100 *
5	58,260 *
6	45,851
7	38,368
AVERAGE "x"	81,808
AVERAGE ALL	70,465

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	85,722 *
2	73,400 *
3	70,626 *
4	68,500 *
5	61,000 *
6	50,124
7	45,996 *
8	42,888
AVERAGE "x"	67,541
AVERAGE ALL	62,282

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	135,000 *
2	118,400 *
3	103,000
4	91,000
5	85,488 *
AVERAGE "x"	112,963
AVERAGE ALL	106,578

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	93,415 *
2	79,999 *
3	72,000
4	68,500 *
5	62,565 *
6	51,000 *
AVERAGE "x"	71,096
AVERAGE ALL	71,247

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	103,089 *
2	89,000
3	68,145 *
4	67,300 *
5	60,360 *
AVERAGE "x"	74,724
AVERAGE ALL	77,579

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	72,500 *
2	54,316 *
3	53,414
4	49,572 *
AVERAGE "x"	58,796
AVERAGE ALL	57,451

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

RANK	SALARY
1	126,700 *
2	126,518 *
3	120,000
AVERAGE "x"	126,609
AVERAGE ALL	124,406

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	104,973 *
2	78,820 *
3	66,614 *
4	55,751
5	54,756 *

* = NASULGC

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RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK (CONTINUED)	SALARY
6	50,124 *
AVERAGE "x"	71,057
AVERAGE ALL	68,506

DEANS:
AGRICULTURE

RANK	SALARY
1	121,052 *
2	117,850 *
3	115,000 *
AVERAGE "x"	117,967
AVERAGE ALL	117,967

DEANS:
ARCHITECTURE

RANK	SALARY
1	136,100 *
2	95,000 *
3	90,000 *
AVERAGE "x"	107,033
AVERAGE ALL	107,033

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	122,500 *
2	115,847 *
3	105,000
4	104,500 *
5	103,700 *
6	98,028 *
7	97,000
AVERAGE "x"	108,915
AVERAGE ALL	106,654

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	183,500 *
2	155,000
3	151,875 *
4	139,485 *
5	136,700
6	120,000 *
7	117,000 *
AVERAGE "x"	142,372
AVERAGE ALL	143,366

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	94,400 *
2	89,984 *
3	80,000
AVERAGE "x"	92,192
AVERAGE ALL	88,128

DEANS:
EDUCATION

RANK	SALARY
1	135,000 *
2	126,575 *
3	119,200 *
4	113,000 *
5	107,000 *
6	94,008 *
7	81,600
8	81,500
AVERAGE "x"	115,797
AVERAGE ALL	107,235

DEANS:
ENGINEERING

RANK	SALARY
1	142,500 *
2	142,391 *
3	135,000 *
4	127,000 *
5	117,000 *
6	103,500 *
AVERAGE "x"	127,899
AVERAGE ALL	127,899

DEANS:
FINE ARTS

RANK	SALARY
1	105,000 *
2	92,500
3	80,508 *
AVERAGE "x"	92,754
AVERAGE ALL	92,669

DEANS:
GRADUATE

RANK	SALARY
1	100,000 *
2	98,643 *
3	82,624 *
4	79,700
5	71,010 *
6	69,600 *
AVERAGE "x"	84,375
AVERAGE ALL	83,596

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TABLE II (CONTINUED)
PHILADELPHIA REGION

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	100,640 *
2	94,167 *
3	81,200 *
4	67,944 *
AVERAGE "x"	85,988
AVERAGE ALL	85,988

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	127,500 *
2	100,000 *
3	75,156 *
AVERAGE "x"	100,885
AVERAGE ALL	100,885

DEANS:
LAW

RANK	SALARY
1	208,000 *
2	190,000 *
3	145,000
4	110,004 *
AVERAGE "x"	169,335
AVERAGE ALL	163,251

DEANS:
SOCIAL WORK

RANK	SALARY
1	99,500
2	87,666 *
3	85,008 *

RANK SALARY
(CONTINUED)

AVERAGE "x"	86,337
AVERAGE ALL	90,725

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	145,000 *
2	132,253
3	94,008 *
AVERAGE "x"	119,504
AVERAGE ALL	123,754

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	289,000 *
2	222,300 *
3	80,136 *
AVERAGE "x"	197,145
AVERAGE ALL	197,145

MEDICAL DEANS:
NURSING

RANK	SALARY
1	105,700 *
2	99,504 *
3	95,000
4	87,769 *
AVERAGE "x"	97,658
AVERAGE ALL	96,993

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	108,000 *
2	102,465
3	76,608 *
AVERAGE "x"	92,304
AVERAGE ALL	95,691

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-FIVE UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS -SAN FRANCISCO and SEATTLE REGIONS-

For the purpose of this survey, these regions have been combined into one. The San Francisco and Seattle Regions as defined by the Equal Employment Opportunity Commission include the states of Alaska, Idaho, Oregon, Washington, Arizona, California, Hawaii, and Nevada as well as the territories of Guam and Samoa. This survey does not include Guam and Samoa. The six participating universities from these combined regions are as follows:

*UNIVERSITY OF ARIZONA
*UNIVERSITY OF HAWAII AT MANOA
*UNIVERSITY OF IDAHO
*UNIVERSITY OF NEVADA - RENO
*UNIVERSITY OF OREGON
*WASHINGTON STATE UNIVERSITY

* Member of the National Association of Sate and Universities Land-Grant Colleges.

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	152,003 *
2	149,997 *
3	125,000 *
4	116,964 *

AVERAGE "x" 135,991

AVERAGE ALL 135,991

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	109,500 *
2	77,530 *
3	74,479 *

AVERAGE "x" 87,170

AVERAGE ALL 87,170

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

RANK	SALARY
1	85,587 *
2	76,000 *
3	58,128 *
4	49,674 *
5	40,000 *

AVERAGE "x" 61,878

AVERAGE ALL 61,878

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	69,500 *
2	61,137 *
3	60,421 *

RANK SALARY (CONTINUED)

AVERAGE "x" 63,686

AVERAGE ALL 63,686

ACADEMIC OFFICERS:
VICE PRESIDENT FOR ACADEMIC AFFAIRS

RANK	SALARY
1	137,000 *
2	116,417 *
3	109,017 *

AVERAGE "x" 120,811

AVERAGE ALL 120,811

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	97,000 *
2	93,120 *
3	89,344 *
4	85,805 *
5	68,382 *

AVERAGE "x" 86,730

AVERAGE ALL 86,730

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	115,950 *
2	109,017 *
3	107,000 *
4	97,535 *
5	87,299 *

AVERAGE "x" 103,360

AVERAGE ALL 103,360

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	92,602 *
2	69,985 *
3	68,173 *
4	66,334 *
5	57,731 *

AVERAGE "x" 70,965

AVERAGE ALL 70,965

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	70,001 *
2	56,000 *
3	46,224 *
4	43,263 *

AVERAGE "x" 53,872

AVERAGE ALL 53,872

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	53,160 *
2	47,625 *
3	39,228 *

AVERAGE "x" 46,671

AVERAGE ALL 46,671

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	82,975 *
2	77,145 *
3	74,479 *
4	69,585 *
5	68,220 *

* = NASULGC

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BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK (CONTINUED)	SALARY
6	60,000 *
AVERAGE "*"	72,067
AVERAGE ALL	72,067

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	51,550 *
2	47,000 *
3	29,388 *
AVERAGE "*"	42,646
AVERAGE ALL	42,646

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	79,000 *
2	74,548 *
3	63,267 *
4	60,895 *
5	46,938 *
AVERAGE "*"	64,930
AVERAGE ALL	64,930

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	107,280 *
2	94,910 *
3	94,000 *
4	88,894 *
5	87,125 *
6	76,922 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	91,522
AVERAGE ALL	91,522

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	90,288 *
2	72,100 *
3	53,724 *
4	40,000 *
AVERAGE "*"	64,028
AVERAGE ALL	64,028

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	78,924 *
2	77,070 *
3	70,863 *
4	61,617 *
5	60,000 *
6	55,080 *
AVERAGE "*"	67,259
AVERAGE ALL	67,259

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	70,200 *
2	62,849 *
3	60,000 *
4	49,939 *
5	47,076 *
AVERAGE "*"	58,013
AVERAGE ALL	58,013

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	67,020 *
2	67,015 *
3	64,350 *
4	62,000 *
5	55,603 *
AVERAGE "*"	63,198
AVERAGE ALL	63,198

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	68,220 *
2	62,046 *
3	58,897 *
4	54,106 *
5	51,828 *
6	51,010 *
AVERAGE "*"	57,685
AVERAGE ALL	57,685

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	109,412 *
2	108,350 *
3	88,994 *
4	80,394 *
5	76,609 *
AVERAGE "*"	92,752
AVERAGE ALL	92,752

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	55,900 *

* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER PLANNING & PLACEMENT

RANK (CONTINUED)	SALARY
2	54,216 *
3	53,411 *
4	49,000 *
5	46,540 *
AVERAGE "*"	51,813
AVERAGE ALL	51,813

OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	89,579 *
2	55,583 *
3	55,270 *
4	53,250 *
5	52,578 *
AVERAGE "*"	61,252
AVERAGE ALL	61,252

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	84,051 *
2	80,943 *
3	70,347 *
4	65,841 *
5	53,000 *
AVERAGE "*"	70,836
AVERAGE ALL	70,836

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

RANK	SALARY
1	59,130 *
2	58,559 *
3	58,000 *
4	53,562 *
5	35,016 *
AVERAGE "*"	52,853
AVERAGE ALL	52,853

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	115,932 *
2	102,583 *
3	99,708 *
4	97,535 *
5	85,483 *
AVERAGE "*"	100,248
AVERAGE ALL	100,248

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	77,000 *
2	71,861 *
3	69,000 *
4	51,600 *
AVERAGE "*"	67,365
AVERAGE ALL	67,365

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	85,000 *
2	66,503 *
3	55,479 *
4	52,275 *
5	40,280 *
AVERAGE "*"	59,907
AVERAGE ALL	59,907

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	76,229 *
2	68,682 *
3	65,304 *
4	58,610 *
AVERAGE "*"	67,206
AVERAGE ALL	67,206

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	99,050 *
2	90,615 *
3	82,163 *
AVERAGE "*"	90,609
AVERAGE ALL	90,609

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)

RANK	SALARY
1	73,925 *
2	63,136 *
3	51,612 *
AVERAGE "*"	62,891
AVERAGE ALL	62,891

DEANS:
AGRICULTURE

RANK	SALARY
1	119,470 *
2	111,398 *
3	109,526 *
4	103,704 *
5	96,006 *

* = NASULGC

DEANS:
AGRICULTURE

(CONTINUED)

AVERAGE "x"	108,021
AVERAGE ALL	108,021

DEANS:
ARCHITECTURE

RANK	SALARY
1	112,800 *
2	97,500 *
3	89,255 *
4	81,620 *
AVERAGE "x"	95,294
AVERAGE ALL	95,294

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	104,259 *
2	102,828 *
3	85,817 *
AVERAGE "x"	97,635
AVERAGE ALL	97,635

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	116,075 *
2	109,043 *
3	103,848 *
4	103,000 *
5	85,002 *
AVERAGE "x"	103,394
AVERAGE ALL	103,394

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	91,778 *
2	90,108 *
3	64,368 *
AVERAGE "x"	82,085
AVERAGE ALL	82,085

DEANS:
EDUCATION

RANK	SALARY
1	115,620 *
2	106,469 *
3	102,000 *
4	99,110 *
5	84,276 *
6	77,694 *
AVERAGE "x"	97,528
AVERAGE ALL	97,528

DEANS:
ENGINEERING

RANK	SALARY
1	126,417 *
2	114,415 *
3	99,514 *
4	94,248 *
AVERAGE "x"	108,649
AVERAGE ALL	108,649

DEANS:
GRADUATE

RANK	SALARY
1	100,385 *
2	99,598 *
3	92,225 *

RANK SALARY
(CONTINUED)

AVERAGE "x"	97,403
AVERAGE ALL	97,403

DEANS:
LAW

RANK	SALARY
1	123,676 *
2	114,900 *
3	111,300 *
4	94,148 *
AVERAGE "x"	111,006
AVERAGE ALL	111,006

DEANS:
SCIENCE

RANK	SALARY
1	106,469 *
2	105,794 *
3	92,940 *
AVERAGE "x"	101,734
AVERAGE ALL	101,734

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	104,592 *
2	103,443 *
3	102,000 *
AVERAGE "x"	103,345
AVERAGE ALL	103,345

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	217,882 *
2	163,836 *
3	150,468 *
AVERAGE "*"	177,395
AVERAGE ALL	177,395

MEDICAL DEANS:
NURSING

RANK	SALARY
1	110,208 *
2	94,000 *
3	92,188 *
AVERAGE "*"	98,799
AVERAGE ALL	98,799

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THIRTY-FIVE UNIVERSITY SYSTEMS IN TWENTY-EIGHT STATES

This table summarizes the data for thirty-five university systems in twenty-eight states. For making these data available, the University of Arkansas is grateful to the following university systems:

CALIFORNIA STATE UNIVERSITY SYSTEM
COLORADO STATE UNIVERSITY SYSTEM
INDIANA UNIVERSITY - SYSTEM
LOUSIANA STATE UNIVERSITY SYSTEM
MINNESOTA STATE UNIVERSITY SYSTEM
MONTANA UNIVERSITY SYSTEM
NORTH DAKOTA UNIVERSITY SYSTEM
OREGON STATE SYSTEM OF HIGHER EDUCATION
STATE UNIVERSITY OF NEW YORK - SYSTEM
STATE UNIVERSITY SYSTEM OF FLORIDA
SOUTH DAKOTA STATE BOARD OF REGENTS
SOUTHERN ILLINOIS UNIVERSITY - SYSTEM
TENNESSEE BOARD OF REGENTS SYSTEM
TEXAS A & M UNIVERSITY SYSTEM
THE CITY UNIVERSITY OF NEW YORK - SYSTEM
THE UNIVERSITY OF ALABAMA SYSTEM
THE UNIVERSITY OF NORTH CAROLINA - SYSTEM
UNIVERSITY OF ARKANSAS SYSTEM
UNIVERSITY OF ALASKA - STATEWIDE PROG & SERVICES
UNIVERSITY OF CALIFORNIA
UNIVERSITY OF COLORADO - SYSTEM OFFICE
UNIVERSITY OF HAWAII SYSTEM
UNIVERSITY OF HOUSTON SYSTEM ADMINISTRATION
UNIVERSITY OF ILLINOIS CENTRAL ADMINISTRATION
UNIVERSITY OF MAINE SYSTEM
UNIVERSITY OF MARYLAND SYSTEM ADMINISTRATION
UNIVERSITY OF MASSACHUSETTS SYSTEM
UNIVERSITY OF MISSOURI
UNIVERSITY OF NEBRASKA CENTRAL ADMINISTRATION
UNIVERSITY OF TENNESSEE SYSTEM
UNIVERSITY OF TEXAS SYSTEM
UNIVERSITY OF WISCONSIN SYSTEM ADMINISTRATION
UNIVERSITY SYSTEM OF NEW HAMPSHIRE
UNIVERSITY SYSTEM OF NEVADA
UTAH SYSTEM OF HIGHER EDUCATION

TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	243,500
2	238,703
3	205,504
4	189,000
5	186,758
6	184,000
7	175,000
8	175,000
9	175,000
10	174,900
11	169,600
12	165,000
13	164,126
14	163,800
15	162,411
16	158,340
17	150,000
18	145,370
19	143,434
20	142,000
21	141,763
22	141,298
23	137,979
24	133,668
25	132,000
26	130,000
27	129,840
28	128,750
29	126,360
30	126,200
31	119,860
32	112,838
33	104,210
34	103,600
35	87,500
AVERAGE	153,352

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
CHANCELLOR

RANK	SALARY
1	205,816
2	190,000
3	150,000
4	143,470
5	133,825
6	132,636
7	132,000
8	130,655
9	128,304
10	125,580
11	125,000
12	120,000
13	120,000
14	119,000
15	115,000
16	114,200
17	111,379
18	110,748
19	105,765
20	103,740
21	100,000
22	100,000
23	97,176
24	92,000
25	91,272
26	89,630
27	87,975
28	87,500
29	85,750
30	85,000
31	64,300
AVERAGE	116,056

ACADEMIC OFFICERS:
ASSOCIATE VICE PRES/
CHANCELLOR

RANK	SALARY
1	134,600
2	121,000
3	107,000
4	106,000
5	104,064
6	97,760
7	91,200
8	90,850
9	80,912
10	78,612
11	78,023
12	76,787
13	73,645
14	70,317

RANK SALARY (CONTINUED)

AVERAGE	93,626

ACADEMIC OFFICERS:
ASSISTANT VICE PRES/
CHANCELLOR

RANK	SALARY
1	112,367
2	99,000
3	92,560
4	73,730
5	73,645
6	73,000
7	71,532
8	70,555
9	69,500
10	65,390
11	56,614
12	42,950
AVERAGE	75,070

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	117,000
2	90,000
3	80,460
4	79,656
5	60,000
6	50,224
AVERAGE	79,557

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

RANK	SALARY
1	205,816
2	187,500
3	140,000
4	138,504
5	136,500
6	132,000
7	127,333
8	125,580

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

RANK (CONTINUED)	SALARY
9	115,653
10	66,225
AVERAGE	137,511

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT/CHANCELLOR

RANK	SALARY
1	126,900
2	124,000
3	120,000
4	117,031
5	115,000
6	114,432
7	96,100
8	92,555
9	88,340
AVERAGE	110,484

OPERATIONS OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	137,700
2	123,075
3	90,793
4	81,549
5	80,964
6	75,787
AVERAGE	98,311

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/
ASST TO THE PRES

RANK	SALARY
1	106,091
2	101,200
3	99,199
4	91,000
5	89,500
6	85,345
7	82,575
8	79,275
9	78,936
10	67,600
11	66,225
12	66,000
13	60,936
14	56,040
15	42,440
16	36,200
AVERAGE	75,535

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	183,900
2	175,049
3	130,000
4	128,500
5	118,170
6	115,000
7	113,750
8	113,301
9	111,130
10	110,300
11	105,095
12	105,000
13	103,740
14	101,000
15	97,000
16	96,250
17	93,700
18	93,391
19	90,000
20	86,650
21	80,000
22	75,787
23	75,650
24	74,450
25	69,528
26	66,225
27	65,150
28	64,900
29	63,970
30	50,000

RANK (CONTINUED)	SALARY
AVERAGE	98,553

OPERATIONS OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RES

RANK	SALARY
1	98,605
2	82,820
3	80,256
4	79,832
5	78,023
6	78,000
7	72,370
8	69,400
9	65,813
10	64,428
11	64,150
12	59,616
13	59,400
14	50,805
15	47,900
16	47,610
17	46,704
18	41,600
19	32,700
AVERAGE	64,212

OPERATIONS OFFICERS:
SECRETARY TO THE
BOARD

RANK	SALARY
1	137,918
2	105,095
3	102,700
4	101,750
5	101,200
6	99,576
7	88,083
8	80,090
9	78,685
10	74,880
11	70,000
12	67,415
13	65,629
14	60,780
15	52,500

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TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

OPERATIONS OFFICERS: SECRETARY TO THE BOARD

RANK (CONTINUED)	SALARY
16	52,020
17	46,814
18	45,885
19	44,004
20	42,918
21	42,440
22	40,561
23	35,099
24	25,699
AVERAGE	69,239

FINANCE AND BUSINESS OFFICERS: VICE PRES/ CHANCELLOR

RANK	SALARY
1	205,816
2	187,500
3	150,000
4	142,930
5	136,350
6	129,135
7	128,500
8	127,333
9	125,000
10	117,000
11	116,430
12	116,000
13	115,653
14	114,432
15	112,600
16	110,280
17	109,500
18	106,968
19	104,110
20	103,740
21	102,900
22	102,787
23	101,200
24	97,660
25	97,176
26	89,268
27	85,280
28	84,000
29	83,284
30	54,850
AVERAGE	115,256

FINANCE AND BUSINESS OFFICERS: ASSOC VICE PRES/CHANCELLOR

RANK	SALARY
1	130,500
2	109,080
3	104,031
4	103,093
5	94,000
6	92,078
7	89,070
8	86,652
9	85,670
10	85,025
11	81,603
12	80,964
13	80,000
14	72,714
AVERAGE	92,463

FINANCE AND BUSINESS OFFICERS: ASST VICE PRES/CHANCELLOR

RANK	SALARY
1	105,000
2	101,200
3	99,300
4	87,870
5	84,750
6	82,178
7	82,038
8	78,500
9	76,398
10	69,115
11	68,089
12	53,364
13	38,825
14	33,000
AVERAGE	75,688

FINANCE AND BUSINESS OFFICERS: BUDGET OFFICER

RANK	SALARY
1	100,000
2	97,984
3	95,316
4	91,200
5	83,650
6	82,908
7	80,988
8	80,600
9	80,400
10	72,000
11	66,374
12	66,000
13	66,000
14	57,484
15	57,206
16	55,791
17	54,500
18	53,900
19	53,364
20	51,921
21	50,000
22	40,978
AVERAGE	69,935

FINANCE AND BUSINESS OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	93,084
2	91,000
3	79,620
4	71,165
5	53,364
6	47,250
7	42,000
AVERAGE	68,212

FINANCE AND BUSINESS OFFICERS: CONTROLLER

RANK	SALARY
1	115,700
2	111,395

FINANCE AND BUSINESS OFFICERS:
CONTROLLER

RANK (CONTINUED)	SALARY
3	100,027
4	96,000
5	90,039
6	85,037
7	80,424
8	79,312
9	78,500
10	77,000
11	75,432
12	72,732
13	72,480
14	72,100
15	63,187
16	62,445
17	59,089
18	53,364
AVERAGE	80,237

FINANCE AND BUSINESS OFFICERS:
AUDITOR

RANK	SALARY
1	97,700
2	96,138
3	92,017
4	89,664
5	88,820
6	87,400
7	86,450
8	75,764
9	75,338
10	74,021
11	72,807
12	71,400
13	69,250
14	66,070
15	65,854
16	64,750
17	64,500
18	64,416
19	63,588
20	60,167
21	59,470
22	58,000
23	52,500
24	52,500
25	50,128
26	49,591
27	44,252
AVERAGE	70,095

FINANCE AND BUSINESS OFFICERS:
TREASURER

RANK	SALARY
1	219,600
2	100,000
3	99,500
4	92,000
5	85,070
6	79,786
7	72,142
8	68,972
9	65,860
10	65,124
AVERAGE	94,805

FINANCE AND BUSINESS OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	120,504
2	103,020
3	99,000
4	98,500
5	95,000
6	94,392
7	92,244
8	88,056
9	87,500
10	86,150
11	83,208
12	80,000
13	77,193
14	70,176
15	68,230
16	65,789
17	60,553
18	53,364
19	46,476
20	45,000
21	44,000
22	36,120
AVERAGE	77,022

PUBLIC RELATIONS OFFICERS-INFORMATION SERVICES:
VICE PRES/CHANCELLOR

RANK	SALARY
1	116,800
2	107,952
3	106,091
4	105,588
5	103,740
6	99,912
7	99,708
8	94,876
9	89,658
10	82,500
11	82,333
12	75,938
13	45,000
AVERAGE	93,084

PUBLIC RELATIONS OFFICERS-INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	96,960
2	85,500
3	73,215
4	72,100
5	71,350
6	69,323
7	64,000
8	63,654
9	61,433
10	61,300
11	61,000
12	59,220
13	55,785
14	55,688
15	51,519
16	50,000
AVERAGE	65,753

TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
VICE PRES/CHANCELLOR

RANK	SALARY
1	155,183
2	148,527
3	109,270
4	107,810
5	107,100
6	99,708
7	98,050
8	93,391
9	91,000
10	90,000
11	89,000
12	87,100
13	85,466
14	66,050
15	45,000
AVERAGE	98,177

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	114,000
2	103,000
3	87,456
4	83,000
5	80,000
6	78,640
7	77,376
8	69,323
9	63,504
10	61,285
11	53,026
AVERAGE	79,146

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
VICE PRES/CHANCELLOR

RANK	SALARY
1	147,084
2	126,888
3	125,211
4	125,000
5	120,504
6	114,000
7	98,921
AVERAGE	122,515

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	79,900
2	69,323
3	68,455
4	65,740
5	62,279
AVERAGE	69,139

FACILITIES OFFICERS:
VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	127,500
2	110,760
3	103,740
4	101,200
5	99,726
6	80,260
7	77,871
AVERAGE	100,151

FACILITIES OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	104,250
2	97,984
3	92,866
4	91,132
5	77,986
6	77,250
7	72,230
8	71,916
9	70,800
AVERAGE	84,046

FACILITIES OFFICERS:
ASST VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	117,200
2	110,004
3	90,725
4	80,750
5	76,950
6	71,607
AVERAGE	91,206

FACILITIES OFFICERS:
DIRECTOR

RANK	SALARY
1	96,500
2	95,482
3	82,908
4	77,714
5	76,950
6	70,678
7	70,663
8	70,180
9	69,289
10	55,936
AVERAGE	76,630